Frederic Tremblay (MBA, MSc)
Head Of Business Intelligence

`Business Intelligence` `Data Engineering` `Data Science` `Hands-on` `R&D`

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Entrepreneurial commercially savvy technologist with "Big Picture" hat on.
For the last 23 years, I have been responsible at different levels for helping organisations win, by driving the adoption of data architecture & business intelligence. I have done this by raising the profile of BI among directors, developing business and commercial acumens, inspiring and technically directing teams in the delivery of business-critical information systems.

Experiences

Head of Business Intelligence

LMAX Group - Since January 2022 - Full-time - LONDON - United Kingdom

- Define Group strategy for Data, BI and actionable insight.
- Develop a high quality professional BI team capable of providing an innovative and agile BI service (greenfield - from 0 to 2 FTEs currently).
- Launch and lead the Analytics competency centre (leading 8 data scientists & data analysts) - including hands-on development.
- Architect and lead the modernisation of the Data Analytics Platform (team of 8 developers and DataOps engineers led in a matrix fashion).
- ££: automated 5 commission & market data charge calculation processes saving circa 2 FTEs/year and providing revenue simulation capabilities.

Group Head of Business Intelligence

DX Group plc - September 2017 to December 2021 - SLOUGH - United Kingdom

- Defined Group strategy for Data Governance, BI and actionable insight.
- Led and managed BI, Data Engineering and Data Governance teams (x3), balancing strategic against tactical demands (hands-on).
- ££: designed, developed & rolled out a revenue protection solution (£1million additional revenue in first 15 months).
- ££: led the development of a driver pay solution fueled by data science.
- Strong line management credentials (x9).

Business Intelligence Manager

DX Group plc - May 2013 to August 2017 - NORTHAMPTON - United Kingdom

- Developed high quality data and BI teams capable of providing a high standard of BI service to the business (from 5 to 8 FTEs).
- ££: led the delivery of a predictive ETA solution which contributed to the retention of customer accounts totalling circa £80m revenue.

BI Team Leader

Robert Half International - March 2009 to March 2013 - BIRMINGHAM - United Kingdom

- BI Team Leader supervising 4 BI Developers on the development of a multi-tenant EMEA sales datawarehouse & BI solution.

Skills

Information Technology

- Data Engineering (datawarehouses, data lakes) ●●●●○
- Business Intelligence ●●●●○
- Relational database design ●●●●○
- Platform & Data Architecture ●●●●○
- Data Management (DAMA) ●●●●○
- Agile BI, Waterfall, Iterative ●●●●●
- Project Management (Prince2) ●●●●○
- ERP Implementation ●●●●○
- Web Development (RAD) ●●●●○

Data Engineering

- Microsoft SSIS, MDS, DQS ●●●●○
- Azure Data Factory ●●●○○
- DBT, Airflow, Airbyte ●●●○○
- Qlik Replicate ●●●○○
- Apache Spark & Kafka ●●○○○

Business Intelligence

- MS SQL 2019 (SSAS, SSRS) ●●●●○
- SAP BI 4.1 & Crystal Reports ●●●●○
- SAP BI Universes, IDT & Webi ●●●●○
- SAP Lumira, Qlikview ●●●●○
- PowerBI and Advanced Excel ●●●●○
- Metabase, AWS Quicksight ●●●○○

Database Management Systems

- SQL Server 2000-2019 ●●●●○
- Oracle, MySQL 5.0-8.0, SQLite ●●●○○
- Snowflake and Azure SQL ●●○○○

Architecture & Modelling Tools

- Oracle SQL Data Modeller ●●●●○

- Designed & developed a lead generation tool using web scraping.
- ££: £120K Gross Margin generated in Year 1 (x4 ROI).
- ££: reduced back office costs through report automation (£50k/year).

BI Architect & Developer

Robert Half International - January 2006 to February 2009 - BIRMINGHAM - United Kingdom

- Lead Developer in charge of the design & development of a CRM NPS solution for 200+ direct users (Led 3 internal developers).
- Senior BI Developer in charge of the EMEA BI & datawarehouse systems (3,000 indirect users, 50 direct users).

Enterprise DataWarehouse Manager

Alstom Transport (HQ) - January 2005 to December 2005 - PARIS - France

Responsible for start up & design phases of a global enterprise EDW against 3 different SAP R/3 ERPs (Capex €3m for 5,000 WEBI licenses).

BI Development Lead

Alstom Transport Services - January 2002 to December 2004 - BIRMINGHAM - United Kingdom

Hands-on project lead responsible for a new datawarehouse against 3 ERPs (including SAP R/3) managing 4 developers (Capex £70K).

ERP Junior Project Manager/Business Systems Analyst

Alstom Transport Services - September 2000 to December 2001 - DUBLIN - Ireland

- Project & budget responsibility for ERP configuration (Capex £60k over 6 months, 3 business analysts).
- Analyst, Tester & Report Developer in SAP R/3 rollout (PM, MM, FI-CO, SD).

Education

MBA European Business

Coventry University, UK
2000

Maîtrise Sciences de Gestion (MSc Finance)

Université de Caen Basse Normandie
September 1998 to December 1999

Baccalauréat (Economics and Maths)

Lycée St Louis, Saumur
September 1995 to June 1996

- Visio ●●●●○
- Draw.io ●●●○○

Programming or Scripting Languages

- SQL (T-SQL, P-SQL) ●●●●●
- Web Development (RAD, VBA, VB.Net, CSS, Javascript) ●●●●○
- Python (in Pycharm & Jupyter) ●●●○○
- Powershell, Batch & Bash ●●●○○

Operating Systems & Servers

- Windows Servers, MS Azure ●●●●●
- IIS 5.0-7.5, Apache Tomcat ●●●●○

ERP E/R Data Models

- SAP R/3 ●●●●○
- Great Plains/JDE/Salesforce ●●●○○

Industries & Business Acumen

- Logistics & Parcel Delivery ●●●●●
- Recruitment industry ●●●●○
- Rolling Stock industry ●●●●○
- Fintech ●●●○○

Languages

- French: mother tongue ●●●●●
- English: bilingual ●●●●●

Interests

Sports

- Athletics 800m - international competitions
- Sailing

Achievements

- Winner at Masters Athletics European Championships in M40 age group (2019)
- DX Group plc Innovation Awards winning team for ETA Solution (2015)
- 1st Prize winner at Robert Half worldwide «Hack Day» with Web BI Mashup (2010)
- Alstom High Potential program entry (2002)
- Team win at French universities business simulation championships (1999)
- Team lead for Angers University at sailing "Course Edhec" - team of 15 (1998)