JOHN COSMAS

SUMMARY

Experience in establishing a highly functional, progressive and evolving project teams with a strong foundation in business intelligence, enterprise master data, big data warehousing, financial analytics, intelligent reporting and an ever improving delivery model - designed to implement and manage an organization's initiatives by working closely with development and process driven assets that will harness merging technologies focused on the enterprise, end-to-end testing, integration, interoperability, B2B, B2C, DW, DM, MDM, eBusiness, EAI, CRM, XML and .NET services.

EXPERTISE

Engagement Management, Delivery Management, Application Development, Development, ETL, Business Intelligence, Architecture, Migration, Software Quality Assurance, Methodologies, Application Analysis and Design, Specifications and Requirements Documentation, Testing, Implementation, Deployment, Integration, Delivery, Team-Based Management in the IT industry.

EXPERIENCE

Coca-Cola Bottling Company Consolidated - Charlotte, NC   September 2013 – July 2014
Technical Lead
- Managed and coordinated the merge and acquisition of associated bottlers focused on materials and payroll.
- Developed Agile based enterprise DOT.NET/C# BI/EAI solutions to service the acquisitions of new territories in support of SAP/HR payroll that generates bi-directional feds to SAP enterprise subsystems and trading partners.
- Managed bi-directional interfaces for SAP/HR critical vendors such as ADP, Kronos, TALX, Empowered Benefits, Fidelity, UCM, UNUM, Cornerstone, Quint, Telesoft, Flex Benefits and SAP – using Cognos, SSRS and Spinifex.
- Developed architecture, detailed plans, ERD, data flows, technical design, technical specifications, test cases, data models, data mappings, cutover plans, support documentation, pay cycle definitions and schedules.
- Conduct daily scrums, managed work streams, teams meetings, stand-ups, change controls, enterprise testing, and requirements, remediate issues, ensure deliverables, plan sprints, and manage outcomes/expectations.
- Managed SQL RDBMS, BI, DW, EDW, MDM, technology integration layer, packages, designed scheduled jobs.
- Developed complex ETL applications to traverse big data sources processed through layered business logic to support feeds, product integration, payment processing/reconciliation and master data synchronization.
- Created and reviewed business documents, trading agreements and functional specifications.
- Coordinated releases, integration, UAT testing, development tasks and operational support processes.

Bank of America - Charlotte, NC   November 2011 – August 2013
Technical Project Manager
- Managed the implementation of regulatory requirements on the enterprise global portfolio management system that services regulated funds and assets, working closely with regional managers, analysts, interbank resources, credit technology services and international financial teams.
- Developed Agile based enterprise DOT.NET/C#/BI/SSIS/SSRS solutions (RFAD & Credit Studio) that manages global portfolios, funds, advisors supporting credit risk scorecards, alerts, feeds, NAVs, reports, dashboards, assets & trading agreements. Built workflow service to support end-to-end record management workstreams and custom interfaces to provide critical financial data to downstream applications and databases.
- Developed BI/SSIS/SSAS remediation system (RTT) to manage declining global assets to enable CIOs to set and accept risk. Designed master data hub sourcing and customized views to navigate asset types to facilitate remediation by complex hierarchies and groupings to ease administration processed from big data sources. Developed dynamic drill-down reports, reporting governors, wizards, forms, dashboards, templates and workflows to route and navigate critical application information throughout enterprise owners to support updates, review, submission, notifications, approval and remediation processes.

- Built, coached and provisioned project managers(3), project teams (4), test teams (2), engaged various business units, technology groups to obtain/provision sourcing of mission critical data, gather requirements and develop project needs (use cases, integration testing, data feeds, SMEs, metrics, data specifications).
- Conduct daily/periodic executive meetings, teams meetings, stand-ups, retrospectives to review project status, requirements, remediate issues, ensure deliverables, plan sprints, and manage outcomes/expectations.
- Managed SQL RDBMS, asset/technology EDW, SSIS packages, designed SSAS models, dashboards, designed MOSS, developed ETL, Oracle 11g, Master Data Hub, DB/2, Teradata, SOA, EAI, Cognos, QlikView, Credit Risk & Bloomberg.
- Design architecture, solution, data flows, user stories, test cases, test data, workstreams/workflows, standards, implemented TeamPulse & JIRA instances, configured TFS (serving as release manager), environments, managed continuous integration, error logging, contingency & recovery, production deployments & off-shore teams.
- Developed rules engine & ETL solutions to support regional automated asset, portfolios & funds loading into DW and feeds into downstream systems.

JEATZ.NET - Denver, CO   **August 2008 – January 2010**
Program Director & Lead Architect
- Managed a privately owned internet marketing firm providing restaurant savings and consumer services online.
- Developed Agile-based (Extreme/ADTT) ASP/VB.NET/BI/SOA enterprise MD/DW solution design SQL, SSIS, SSRS, SEO, social media, & managed services. SOA (ASPX/ASMX) based application features ETL imports from various vendor hosts, provisioned marketing data, developed BI routing, processed payments, managed product/service offerings, designed new products & services, created trending analytics, developed feeds to 3rd party vendors.
- Built, coached and provisioned project teams (12 internal, 6 outsourced), test teams (4 outsourced), up to 6 project managers, 8 business analysts, 6 report analysts, 10 team leads and 3 database administrators.
- Built intelligent rules engines to manage delivery of consumer documents, developed workflow service
- Created and managed corporate PMO, integration offices, MOSS, methods (CMMi/Prince II, Scrum/Agile, BPM), processes & practices, manage SOWs & contracts, use cases, requirements, deliverables, project repository, project estimates & budgets, track operational cost, manage timelines, develop integration tests (TQM), deploy & integrate solutions.
- Negotiated contracts, business relationships, financial transfers, secured data interchanges, developed business user interfaces, created functional teams and host business partner engagements.
- Developed web applications, SOA based workflow engine, administration applications, CRM tools, reporting engine (Cognos, SSRS/Telerik) and import engine to facilitate consumer data loading/integration with EDW.
- Developed project plans, WBS, releases, detailed plans, project tasks, sprints, schedules and deliverables.
- Conduct weekly/periodic executive meetings, teams meetings, review project status, requirements, testing, remediate issues, ensure deliverables, plan sprints, host design sessions, and manage outcomes/expectations.
- Design architecture, solution, data flows, user stories, test cases, test data, workstreams/workflows, standards, disaster recovery, monitoring & controls, EPM, configured TFS, setup/configure environments, EDW, MDM, managed continuous integration, production deployments & off-shore development/testing teams.

Managed Dynamics - Birmingham, AL; Dallas, TX   **December 2004 – August 2008**
Program Director & Architect
- Create and manage a privately owned organization that offers solutions & consultation for system oversight, risk management, program management, staffing, marketing, executive selection, fault tolerance, security & end-to-end enterprise level testing for eGovernment, state agencies, entrepot distributors, financial firms and NGOs.
- Engaged customers, developed projects, developed project teams, provide oversight, monitored outcome, estimate costs, track progress, provide executive leadership, mentor project leads, develop SOWs & contracts, create relationships, develop organizational matrixes and ensure product/service (COTS/GOTS) deliverables.
- Managed and designed solutions to integrate new acquisitions of clinics for MedPartners to include coding, document management, imaging/scanning, medical records and centralized billing employing SAP. Performed clinical operations assessments and developed adapters to support data exchange, DW and records archival.
- Developed business and solutions for MethSolv case management, integrated prescription management and billing services to enable independent clinics to monitor dosage, manage records and handle cash based billing.

Designed and developed fax service to facilitate prescription order fulfillment, record management and routing service. Developed XML based customized EMR specifications to facilitate State of Alabama state based clinical record exchange that support regulatory compliance and reporting.

- Developed on-line electronic intake, record management, reporting, scheduling, notification and routing service to support professional services groups at Brookwood Medical Centers.
- Create and manage project management automation, developed project solutions framework, web service interfaces, workflow service, reporting tools, methods, processes, develop teams, implement project SOA solutions – Dynamics, CRM, SSIS/SSRS, ETL, BI, EDW, MDM, CRM, MOSS, EAI, EPM, SQL Master Data, Teradata, Informatica, SAS Enterprise, SAP/HR, Crystal Reports, DevExpress, IBM DataStage & BusinessObjects.
- Negotiated service level contracts, business relationships, financial transfers, secured data interchanges, developed business user interfaces, created functional teams and host business partner engagements.
- Built, coached and provisioned project teams (8 internal, 12 outsourced), test teams (6 outsourced), up to 8 project managers, 12 business analysts, 8 team leads and 4 database administrators.
- Develop project teams, methods (CMMi, PMM, Prince I/II), requirements, use cases, estimates/budgets, design architecture, virtualize environments, standards/procedures, and administer continuous integration.
- Developed project plans, WBS, releases, detailed plans, repository, tasks, sprints, schedules and deliverables.
- Conduct daily/periodic executive meetings, teams meetings, review project status, requirements, review testing, remediate issues, review use cases, ensure deliverables, plan sprints, and manage outcomes/expectations.

Lawex Corporation - Miami, FL   September 2002 – November 2004
Project Manager, Senior Technical Analyst, Architect
- Managed and serviced national customer projects/accounts including independent and national law-firms, clinical, academic, insurance, financial and research institutions.
- Managed and implemented custom datawarehouse, analytics, reporting and web-based projects.
- Migrated case management system into ASP.NET/ SOA and VB.NET web service, and mobility solutions to support Blackberry and Windows CE platform.
- Developed third-party adapters and solutions to operate with CASEMAP, ProLaw, QuickBooks, ACT, Exchange, SBA Accounting, TimeSlips, WestLaw & LexisNexis.
- Configured and integrated customized case management solutions, including document imaging, DW, analytical reports, data adapters, SSRS, Crystal Reports for clinical and research facilities at UCLA and University of Miami.
- Developed DW, BI, ETL, EDW, EAI, SSIS, SSRS, EPM, MOSS, Cognos, Crystal Reports, BlackBerry & Exchange solutions and migrations for firms and merging accounts/businesses.
- Developed teams, analysts, requirements, use cases, custom web & reporting for SOA, integration, budgets, configurations, large data and customized ETL (pulling data from ACT, CASEMAP, ProLaw using rules engine).

SAIC/Entergy - New Orleans, LA   May 2001 – October 2001
Senior Project Analyst
- Managed the implementation for DW / Master Data with EAI/EDW/EDI based on WebMethods for Regional Deregulation Initiative.
- Hosted design sessions, integration meetings, use case reviews and periodic executive reviews.
- Developed test teams, WBS, schedules, cases, integration testing, reporting, coached test engineers, developed test cases & scenarios, created test methodology and developed end-to-end test automation tools.
- Coached and trained test teams, team leads to support regional inter-organization testing to support regulatory evolving requirements.

Albion International - Atlanta, GA; Reston, VA   December 2000 – May 2001
Project Manager, Senior Analyst
- Managed the integration effort for an EAI, eBusiness, operations solution for a customer management firm servicing government, transportation & financial firms.
- Technologies include Java, SOA, OFX, ebXML, Solaris, iPlatinum Server, CRM, OTA, EDW, B2B & CORBA.
- Developed WBS, tracking, change management tools using Project Server/VBA, MOSS & Primavera to log, cost & estimate projects, track issues, & develop use cases, ETL/DTS data from existing CRM and EDW.

BellSouth Technology Services - Birmingham, AL   **April 1999 – Dec 2000**
Program Director
- Managed the enterprise initiative for the replacement of the enterprise OSS centric Loop Maintenance Operating System that interfaced with 120+ internal, external interfaces, Master Data and EDW.
- Served as Prime Integrator to manage projects, OLA, EWP, work plans (ERP /Workbench), proposals, budgeting, costing, planning, requirements, scheduling and establishing engagements with multiple vendors, corporate work centers & providers (including Accenture, Telcordia, BellCore, BellSouth) resources.
- Built, coached and provisioned project teams (12 internal), test teams (4 outsourced, including Y2K team) with up to 6 core project managers, 20 business analysts, 30 test engineers and 15 integration project managers.
- Developed PMO and Project Integration Offices to support core replacement of OSS (NEC TeraData based DW) and integration teams to support interfaces to external (Master Data Bus) and ancillary applications (scheduler, switch testing, technician work order system, 911/Navigator, central billing services).
- Developed architecture, methods of operations (CMO/DMO), extensive systemic workflow, contingency planning, integration/implementation plans, interoperability tests, workcenter routing, notifications, use cases, data feeds, messaging brokers and service assurance requirements.
- Managed a quality assurance team in designing, developing and executing testing efforts surrounding corporate applications involving system, interoperability and Y2K initiatives.
- Created detailed test logging application using customized adapters to interface with Oracle/DB2 RBMS, OSS subsystems, EDW, Master Data for compliance review and Y2K documentation.

Command Data - Birmingham, AL; Dallas, TX   **September 1998 – June 1999**
Technical Project Manager & Architect
- Managed the design & deployment team efforts to address application design, enhancements, and deployment of a UNIFACE enterprise solution.
- Responsibilities include managing projects, prototyping, planning, requirements, scheduling, system design, integration, testing & Project Central Server.
- Instituted integrated project server (EPM) to manage corporate development projects and account integration schedules to establish a unified timelines, WBS, template projects, set deliverables and prioritize work efforts.
- Conduct executive reviews, triage meetings, test review sessions and host global customers at user conferences.
- Developed 3rd party customized reporting tools to interface with UNIFACE, AS/400 system, Great Plains & SBT Accounting.
- Built, coached and provisioned project teams (2 internal), test teams (2 including, including Y2K team) with up to 4 project managers, 4 business analysts, 2 test engineers and 6 deployment/integration project managers.

Vesta Fire Insurance Company - Birmingham, AL   **January 1998 - March 1998**
Senior Analyst
- Coordinated the testing effort; conversion and integration of regional business units.
- Developed integration testing guidelines; methods & project management framework.

BellSouth Telecommunications - Birmingham, AL   **May 1997 - November 1998**
Project Manager
- Coordinated multiple project efforts for EDI Central to develop solutions and applications that leverages EDI & Oracle Financials.
- Served on both Service Order and EDI committees at nationally known ECIC conferences.
- Responsible primarily for initiating projects, estimations, scheduling, work effort planning, CMM, JAD, requirements, architectural design, specifications, integration & eCommerce initiatives.
- Developed inter-company technology to support EDI transactions adopting an improved REDI (Relational EDI) model to ensure interchange between carriers to meet regulatory requirements.
- Designed test applications, design and automate WinRunner/LoadRunner testing.
- Managed departmental migration and upgrade effort for a Peoplesoft HR Oracle solution for enterprise, and achieved CMM II & III.

- Implemented asset management/risk mitigation solution to trace declining assets employing SMS and Tivoli resources.

Ryder Integrated Technologies - Birmingham, AL   **June 1996 – May 1997**
Senior Analyst
- Developed requirements, design specifications, coordinated efforts for the replacement of logistics OSS solution, integrated with OBC, Load Management System & Heat support.
- Created adapters to communicate with On-Board Computers to capture performance data and transfer work orders.
- Mechanized backhauling operations by implementing data collection, analysis and high availability reporting to improve load transfers, fulfill timely work order and reduce overall logistics performance.
- Developed customized reporting for JIT systems implemented at Ford and Toyota to improve operations, reduce latency and ensure timely delivery.

Lattice Information Systems - Birmingham, AL   **October 1992 – May 1996**
Senior Analyst
- Managed the deployment and integration of RDBMS/COLD solutions for international accounts including NATO, USAF, and national financial institutions.
- Developed workflow and rules engine to support document management operations with notification, non-repudiation, progress, electronic signatures, change control and routing for official records system.
- Migrated official records management and imaging workflow-enabled system into VB/Windows platform, built SQL, Oracle & Informix RDBMS and reporting solutions.
- Designed customized solutions, reporting applications, complex migrations, interfaces & legacy replacements.

MISC PROJECTS

M&T Bank, Buffalo, NY
BI Project Manager
- Developed VBA/SQL/SSIS/SSRS BI enterprise solutions to support commercial banking merging operations. Developed automated imports, reporting, reconciliation, alerts, XLS, journalizing, data exchange, charting, logging, workflow Access/XLS business solutions.

ULINE, Pleasant Prairie, WI
BI Project Manager
- Developed SQL/SSIS/SSRS/NET/VBA BI enterprise logistics solutions to support retail operations using SQL, SSIS and SSRS technologies.
- Developed workflow service and rules engine to route sales orders, provide notifications, capture consumer notes and improve order provisioning/servicing.
- Developed adapters to replicate AS/400 and WM services into SQL/BI/DW to support trending, analysis and departmental reporting needs.
- Created standards, development framework for a unified platform for creating enterprise DW/BI employing Access/Excel technologies.

Hanesbrands, Kings Mountain, NC
BI Architect
- Developed Office/VBA/SQL/SSIS SOXS BI solution using automation to generate work measure, financial & earnings reports.
- Created automated packaged reporting, customized ETL tool, transaction processing from AS400 & PKMS/WM, dashboards, central distribution/ services management, logging, workstreams, T&A, invoicing, data mart & warehousing.
- Managed and coached 3 engineers and 2 analysts to support labor management solution.

CXT Concrete, Spokane, WA
BI Project Manager
- Developed Office/VBA/BI/SQL order management system to track, provide customer updates, provide forecasting, generate automated reports, create manifests/contracts, send notifications, update executive dashboards, change management & import orders.
- Designed enterprise interfaces to import/update corporate AS/400, JDE, & billing.

OFFICE FURNITURE USA, Birmingham, AL
Project Manager
- Migrated existing dealer ordering system to ASP.NET web service with core web site, dealer/manufacturing ordering, and customer support client modules designed to procure, order, authorize and distribute merchandise from overseas to local distribution centers. Created ETL (Excel/VBA) tool to process EDI/XML transactions through SAP.

Southern Brokerage Services - Montgomery, AL
- In development of end-to-end multi-line process-driven insurance brokerage services including rating, quoting, forecasting, agency licensing and performance reporting.

Consolidated Power - Birmingham, AL
Analyst
- Developed a project, order tracking and shipping system in Office/VBA that interfaces with corporate AS/400 and SQL databases that produces complex sales (Excel/VBA automation) reports & exports into JDE/AS400 hosts for compliance reporting.

CDT Business Solutions - Boca Raton, FL
- Developed organization and on-line project management/collaboration framework for a financial consulting firm. Produced business solutions, project methods, business proposals, solutions, project office training package & estimation/timelines models.

EDUCATION
- University of Alabama in Birmingham – Business Management (BSB/EB)
- Jefferson State Community College – Computer Science, Business Law
- Royal College - Senior Management Program, International Law & Policies
- Center for Non-Profit Organization Administration – Administration Program

PUBLICATIONS
- Pillars of Project Management – An Practicable Approach to the PMBOK
- Software Unification Framework – Realizing the V-Model for the Organization
- Levels of Complexity Testing – Discerning the Testing Lifecycle & Objectives
- Tao of the Legal Learning Institute – Patterns for Thinking Effectiveness

MEMBERSHIPS
- Project Management Institute – Member
- Knights of Columbus – Member
- Institute for Software Process Improvement – Member
- Kennedy Fellowship. – Honorary Member
- Kodokan Judo – Member