

**PERSONAL INFORMATION**

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**DATE OF BIRTH** 9 November 1977  
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**CAREER SUMMARY**

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<b>AXON</b>	<b>Technical Feature Analyst</b> Standard Bank: Financial Technology	Apr 2019 – Present
<b>PALANTIR</b>	<b>Senior Business Analyst</b> Deutsche Bank South Africa	Oct 2015 – Mar 2019
<b>CAPCO</b>	<b>Principal Consultant</b> Standard Bank: Africa Financial Services	Sep 2012 – Sep 2015
<b>RENAISSANCE CAPITAL</b>	<b>Project Manager</b> Africa Banking Division	Nov 2010 – Aug 2012
<b>RAND MERCHANT BANK</b>	<b>Business Analyst/Subject Matter Expert</b> Equities Trading Division	May 2004 – Oct 2010
<b>THE IQ BUSINESS GROUP</b>	<b>Senior Consultant</b> Financial Services	Jan 1999 – Apr 2004

**TECHNICAL SKILLS**

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<b>Project Management</b>	Prince2 Practitioner level qualification and have managed various projects including new product development and system implementations.
<b>Business Intelligence</b>	Proficient in the use of modern business intelligence solutions such as Microsoft PowerBI and the DAX programming language.
<b>Business Analysis</b>	Compiled business requirement documents, functional specifications, and solution assessments over a wide range of projects including business process re-engineering, information security and system implementations.
<b>Accounting</b>	Qualified as a Chartered Accountant (CA SA) and have extensive accounting experience within banking finance divisions, covering financial reporting to the design of the company-wide chart of accounts and transaction flows
<b>Data Analysis</b>	Extensive experience in data analysis which includes developing advanced SQL scripts for reporting applications and database management tasks in a variety of SQL environments including Microsoft SQL Server and SAP HANA.
<b>VB/VBA Programming</b>	Very advanced Visual Basic programming skills, specialising in programming reporting applications and financial models in Excel, as well as automation and reporting applications in Access and Outlook.
<b>Process Mapping</b>	Completed many process maps/system diagrams using Enterprise Architect/Microsoft Visio and have had exposure to other mapping tools such as Aris.

CAREER EXPERIENCE

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**AXON**

(Apr 2019 to present)

**Technical Feature Analyst**

*Standard Bank: Financial Technology*

**Contracted full time to Standard Bank South Africa to design and assist in the development of a new budgeting and forecasting solution for the Personal and Business Banking division.**

- Designed and built a budgeting and rolling forecast solution using **Microsoft PowerBI** and **SQL** for the Commercial Banking finance department and supported the release of the tool into production, whilst also enabling better **remote working** capability by deploying the tool into a collaborative working space using Microsoft SharePoint solutions.
- Conducted business analysis on the budgeting and forecasting functions for the Retail Lending area which included **process mapping** in **Enterprise Architect** of the as-is and to-be processes.
- Assisted in the design of the new budgeting solution for Retail Banking, primarily in the Lending area which included **defining best practices for the forecasting** of balance growth, net interest income and non-interest revenue.
- Compiled technical requirements documentation for the implementation of the new budgeting solution for Retail Lending based on **SAP BW** and **Analysis For Office (A4O)** tools.
- Performed **data analysis** and **financial reconciliations** for both Commercial Banking and Retail Lending using a combination of financial tools including SQL, SQL for SAP HANA, SAP BW Workspaces as well as Microsoft Excel and Access.
- Designed **UAT** test packs and co-ordinated **testing** of the budgeting tool for Retail Lending.
- Created **training guides and videos** and conducted user training sessions for the budget tool solution.

### Project Manager, Business Analyst and Accountant

#### PALANTIR

(Oct 2015 to Mar 2019)

#### Senior Business Analyst

*Deutsche Bank South Africa*

**Contracted full time to Deutsche Bank South Africa primarily to serve as lead business analyst and project manager responsible for a long-term project to replace the debt trading business's local back-office and finance systems with the group's global systems.**

- Established **business requirements** for the Operations and Finance areas and worked with teams based across the globe within Deutsche Bank to select and configure group systems that best suit the South African business's needs and operating/regulatory environment.
- Worked with global teams to develop an **implementation plan** over multiple project phases to decommission local systems and roll-out new global systems.
- Played a key role in **designing the accounting schemas** and processes for the new global sub-ledger system that is being rolled out to South Africa as the first implementation site world-wide.
- Responsible for developing **test packs** and managing the User Acceptance Testing process for full end-to-end system testing (covering the **full trade life cycle**).
- Responsible for **co-ordinating global team** status update meetings and to **communicate** project progress to stakeholders and management.
- Develop the **go-live** plan and manage the **system migration** and actual implementation process.

**As sole Senior Business Analyst in the South African office I have also been responsible for business support and maintenance for all local systems and databases used by the finance, trading and operations areas.**

- Development, implementation and management of a wide range of **system enhancements and updates** to various local operations and finance systems across both the Equities trading and Debt trading businesses.
- **Troubleshooting** production systems failures and process errors
- Developing and implementing **system fixes** for the **SQL** driven financial accounting and management reporting system
- Working with external vendors to develop solutions for various regulatory system enhancements including:
  - **Dividends tax** reporting to SARS.
  - Transactional reporting to **Financial Intelligence Centre (FIC)**.

### Project Manager, Business Analyst and Accountant

#### CAPCO

(Sep 2012 to Sep 2015)

#### Principal Consultant

*Standard Bank: Africa Financial Services*

**Worked on the Finacle Core Banking system implementation for Standard Bank's Africa Retail division. The project involved the deployment of full core banking systems to several African countries including Uganda, Ghana, Tanzania, Botswana, Namibia, Swaziland and Nigeria.**

Over the duration of the project, I fulfilled the following roles:

#### Lead: Finance Functional Design

- Performing an advisory and analysis role in order to establish **business requirements** for the Finance function and assisting in the **design of system functionality** to meet those requirements and then managing the process to ensure **development and deployment** of that functionality into the core banking system.
- Establishing the **Chart of Accounts** and **accounting rules** to be used within each country by analysing accounting/**regulatory requirements** and standardizing country configuration to align accounting within each country to the established central model and liaising with Group Finance where necessary to conform to group standards
- Managing and maintaining the configuration of finance functionality across the core banking system in all countries it is deployed to, including ongoing maintenance of previous implementations.
- Managing the **user acceptance testing** of all finance functionality during all implementations and system upgrades.
- Managing the resolution of any defects raised within the Finance area related to core banking functionality.

#### Business Analyst: Core Banking Systems Deployment

- Planning and developing the **approach** for migrating from legacy systems to new systems, as well as designing the **methodology** for reconciliations of legacy data to migrated data.
- Executing **reconciliations** in the finance and operations areas during the system migration to ensure the integrity of migrated data.
- Coordinating the functional design team in the correction of system defects/deficiencies detected during testing phases.
- Assisting country-based finance teams in post-migration activities during a period of **early life support**
- Assisting in the planning and execution of **business readiness simulations** during the testing phases of the implementation.

### Project Manager, Business Analyst and Accountant

#### RENAISSANCE CAPITAL

#### Project Manager

(Nov 2010 to Aug 2012)

*African Banking Division*

**Managed various projects that were part of the bank's expansion into Africa including the launch of new offices, new products and the implementation of new systems.**

- Co-ordinated the African leg of the bank-wide transformation programme, which included business analysis and development of a new **target operating model** to deploy throughout Africa.
- Co-ordinated the integration of **new offices** in Lusaka, Accra and Kigali, ensuring that the new offices adopted group-wide standard processes, systems and reporting standards.
- Managed the launch of **new products** from our South African trading office including dollar-denominated SAFEX futures for offshore clients and the implementation of a securities lending function in our South African office.
- Managed the implementation of a number of **new systems** in our South African office including SLAMS (securities lending) and Imagine (equities risk management system) and a number of enhancements to Hermes (equities trading system).
- Involved in various implementations of new systems rolled out by the JSE including Nutron (fixed income and derivatives trading platform) and MSS (to replace the existing BDA back-office system).
- Responsibilities included **weekly status reporting** to group wide management and stakeholders, **business analysis** including writing up **project scoping**/requirements documents and project **close-out reports** and presenting projects to the New Business Committee for authorisation and **prioritisation** of new projects.

### Project Manager, Business Analyst and Accountant

RAND MERCHANT BANK

Financial System Specialist/SME

(May 2004 to Oct 2010)

*Equities Trading Division*

**Transformed a labour-intensive, spreadsheet-based reporting process into an efficient, automated, data-rich environment.**

- Originally, financial and risk reporting in the division was based on hard-copy printouts from subsystems that were captured into cumbersome spreadsheets by a team of overworked accountants.
- By making incremental improvements to the reporting process (obtaining electronic data feeds from subsystems, creating reporting templates, etc.), over time the solution evolved into a powerful and sophisticated **data warehouse** with a variety of reporting capabilities.
- As a result of the system improvements and process changes made to both the financial and risk reporting functions, the job descriptions of the members of the finance team changed, enabling them to be deployed to more **value-adding roles** and being able to grow their knowledge and skills within more complex areas of the business.
- As a central hub of data spanning all trading subsystems, the reporting solution became the backbone of the IT architecture within the division.
- In order to continue improving the design of the platform and implementing new functionality, it was necessary to understand the details of all of the products traded within the division and the operational processes that support those products. Gained official recognition as one of the top 40 **subject matter experts** within the bank.
- Involved in the design of the division's **system architecture** and a member of most of the decision-making forums regarding product and vendor selection, as well as process design for equities trading and operations functions.
- Remain responsible for conducting ad-hoc and extraordinary **data analysis projects** within the division (e.g. conducted an emergency major credit analysis of the brokerage and futures clearing clients during a key period of the recent global liquidity crisis).

**Implemented a new trading platform for the division's overseas trading branch**

- Spent three months working at Sevenoaks in the UK managing the vendor project team that implemented the TradingScreen direct market access platform and integrating it with the existing Beauchamp fund management system.
- Re-designed the financial reporting processes in the UK office so that they were more closely aligned to the processes at head office in South Africa and set up data feeds from the offshore systems back to the reporting platforms in South Africa.

### Business Analyst / Project Resource

*Central Finance Department*

**Part of the project team responsible for gathering business requirements, designing the system architecture, product selection and implementation planning and deployment of a major new financial reporting and general ledger platform for the entire bank.**

- Initially worked as a member of the core project team and conducted comprehensive **business analysis** of the financial reporting areas of the various trading divisions within the bank, with an aim to developing functional requirements for a financial reporting platform that would service all the areas of the bank.
- After moving to the Equities Trading Division, continued to play an active role on the reporting platform project as the **business unit representative** for Equities, sitting on various decision-making forums.
- Took part in the extensive **vendor selection** process to decide which software provider and implementations experts would be used to provide the new reporting platform.
- Helped design **accounting rules** for the new general ledger specific to equities products.
- Designed and **built the data feeds** from the Equities divisional reporting platform to supply the central finance reporting platform.
- Conducted **unit, functional and user acceptance testing** on various aspects of the newly implemented financial reporting platform.

#### THE IQ BUSINESS GROUP

#### Senior Consultant

(Jan 1999 to April 2004)

**Worked as a consultant and project manager on a wide range of IT focussed projects in industries ranging from Retail Banking and Financial Services to Petrochemicals and Mining.**

- Investigated and designed a solution for a billing problem that had adversely affected the home-loan clients of a large retail bank. Managed the team of consultants that implemented the solution which included **system fixes, process re-engineering**, staff re-training, **client communication** and **call-centre support**.
- Managed a project to implement more **effective performance measurement** within a credit card issuing business by redesigning business processes and improving data gathering and reporting.
- Worked on various projects where extensive **data analysis** was required to determine the cause of various financial and accounting problems. This also involved liaising with auditors and financial staff to quantify the effect of these problems, and to implement process and system changes that would fix existing problems and prevent them from recurring.

The clients involved ranged from a large petrochemical company with problems in its stock management and debtors' processes, to financial services companies that had data management and reconciliation problems within their client investment platforms.

- Managed a project to conduct **activity-based costing** and a review of the **project accounting** within IQ's own consultancy business.

#### Trainee Accountant

**Completed accounting articles outside of public practice (TOPP)**

- Obtained experience in various disciplines including account **reconciliations, information security** and system **controls auditing**, and **due diligence** investigations and **governance** reviews.
- Seconded to Total South Africa to work as a **treasury accountant** in the Corporate Treasury department where I was responsible for daily funding planning executing financing arrangements, as well as completing various regulatory returns for foreign exchange and tax.



**QUALIFICATIONS**

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<b>CA (SA)</b>	<b>Current member of the South African Institute of Chartered Accountants</b>  Gained membership in 2004 after completing TOPP articles at the IQ Business Group  (Membership Number: 07980192)
<b>PRINCE2 Project Management Registered Practitioner</b>	<b>APMG-International</b>  Completed in 2014  (License 02958842-01-RRKV)
<b>National Diploma in Financial Markets and Instruments</b>	<b>The Academy of Financial Markets</b>  Completed in 2005
<b>B.Comm (Hons) Accounting</b>	<b>Rand Afrikaans University, Johannesburg</b>  Completed in 2001
<b>B.Comm Law</b>	<b>University of Pretoria</b>  Completed Cum Laude in 1998
<b>Matric exemption</b>	<b>Carleton Jones High School, Carletonville</b>  Obtained distinctions in Accounting, Computer Science, English, Afrikaans, Physical Science and Biology. Selected as Head Prefect. Obtained honours colours for Academics and Cultural Activities.