

Terry Cabeen

I bring people together to make work more rewarding and productive
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Three Pillars

These are the three pillars that have supported my career. They are manifestations of my personality and have been behind every key success that I have had in my personal development and for my employers.

Identifying Opportunities for Improvement

Whether it could be better automated, made to run faster, or more clear, I identify the opportunities with an Agile eye for prioritizing high-value improvements.

Bringing People Together

I reduce friction between people and teams, turn new employee onboarding into an integrative experience, and bring teams together for highly effective, highly productive communication.

Asking the Right Questions

Focusing my attention and intention on actual gaps and actual problems directs action to the key priorities and saves a lot of time chasing wild geese. This and my STAR ability to strike a balance between research and action have been valuable in my career and arguably more so to my employers.

Skills Overview

Team Leadership Skills

- Positivity is KEY (I absolutely love supporting my team, and it shows in my enthusiasm & positivity)
- Team Composition and Alignment (assembling highly cohesive & performant skill-aligned teams)
- Team & Individual Support (supporting team members in their growth, relationships, and collaboration)
- Team Promotion (in addition to leading teams, I am their #1 cheerleader and PR rep)
- Team Communication (hear everyone's expertise and facilitate collaboration, then execute)

Process & Product Skills

- Previously Certified Scrum Product Owner (CSPO)
- Strong focus on planning, scheduling, and monitoring of processes
- Skilled at *realistic* goal estimation for myself and my teams
- Acute understanding of when to gather more information vs when to make decisions
- Absolute commitment to quality development, documentation, and support
- Track record of producing highly maintainable code that anticipates future needs

Technical Languages and Tools

- SQL (Microsoft T-SQL, MySQL, Oracle, and PostgreSQL)
- Python (functional and object-oriented) with many packages and custom library experience
- Responsive HTML, CSS, Javascript, WordPress (so also PHP), and other web-related tools
- Windows, Mac and Linux
- And a ton of misc experience like Power BI, SaaS web apps, illustration, presentation, and so on and on

History

Hitachi ABB PowerGrids, Broomfield, CO

2015-05 — present

Tools

Python (Pandas, Selenium, JSON, etc), Oracle SQL, PostgreSQL, Kubernetes, Docker, Git, Azure DevOps, Jira, and standard business applications in both Windows and Linux environments

Intern Team Lead

- Screened candidate submissions, reviewing resumes and cover letters
- Conducted thorough interviews, including technical and non-technical questions to assess candidates
- Hired, trained, and mentored interns throughout summer positions integrated interns with Scrum team
- Fostered an inclusive environment, leading to the most productive summer in Data Services history

Data Architect and Developer

Achievements

- Architected and built a new core product, collecting, managing, adding value, and presenting the entire spectrum of energy data for a new geographical area
- Consolidating and maintaining hundreds of scrapes and ETLs, as before
- Coordinating the data acquisition, configuration and ingestion components of an entirely new product for the Japan market, including data architecture and schema creation,
- Hired, trained, and lead summer interns beginning in 2020 after training and mentoring 2019 data acquisition interns, leading to record levels of productivity and intern satisfaction
- Established and maintaining a culture of openness, inclusion, and quality communication across teams

Data Acquisition Developer and DevRel

Achievements

- Rewrote scrapes for over half of the US Independent System Operators, consolidating hundreds of scripts into fewer than a dozen, and reducing per-source attention (rescraping, etc) by up to 98%
- Maintained existing scrapes and ETL processes ensuring complete data with >99.9% availability
- Lead the scrape team through a project management shift from a custom Oracle Forms implementation with SVN to Visual Studio Team Services with an integrated Git workflow
- Rebuilt relationship between data acquisition and analysis teams, improving communication and productivity, while paving the path to an Agile implementation with cross-functional Scrum teams
- Worked with European team to make cross-continent development more consistent, less redundant, and more productive
- Training analysts and developers on custom ETL system, improving documentation, and leading brown-bag learning sessions

Jetpack Ready, Denver, CO

2012-03 — 2017-12

Co-Founder and Project Lead

Narrative

Started a consulting company with an awesome former peer. We tackled myriad technical and design issues for multiple enterprise clients, developing a reputation for care, communication, and quality.

Tools

WordPress, PHP, MySQL (command line and workbench), HTML5, CSS3

Achievements

- Designed and developed a WordPress site for Fusion Specialties, the world's largest mannequin maker
- Created a custom responsive site template for Crocs corporate site [<http://company.crocs.com>] incorporating widgets, a blog, dozens of unique pages, and full social media integration
- Engineered a custom patent lookup template for Crocs corporate site [<http://company.crocs.com/ip/>]
- Developed an SSIS-based translation engine to migrate aggregate Clinica Tepeyac data to Denver Public Health

Envysion, Louisville, CO

2013-03 — 2015-02

Senior Database Developer

Narrative

Developing and enhancing a video-centric business intelligence platform with billions of records to meet loss prevention and quality objectives for multiple large-scale clients.

Tools

MySQL (command line and workbench), Apache Subversion, Linux command line tools

Achievements

- Rearchitected existing platform to improve logical structure and meet the demands of a rapidly growing business without disrupting day-to-day operations
- Improved report speed through efficiency enhancements and indexing
- Built brilliant new reports to add value to core product offerings and improve customer satisfaction

Reed Group, Broomfield, CO

2012-02 — 2013-03

Software Engineer

Narrative

Architected Microsoft SQL Server components supporting a multi-tenant SaaS product while learning C# and building a more thorough understanding of the software development and deployment cycle.

Tools

Microsoft SQL Server 2008 R2 & 2012, Visual Studio 2010, Team Foundation Server, Source Control, Sharepoint, Office, Visio

Achievements

- Developed new system functionality according to specifications in an Agile process using solution descriptions, architect review, independent development (through SQL schema, functions, stored procedures), and pair programming (C#)
- Identified and eliminated bugs in new and existing code supporting hundreds of clients
- Improved the build and deployment process

HealthGrades, Denver, CO

2009-02 — 2012-02

Database Developer and Product Owner

Narrative

Broadened and deepened my Microsoft SQL Server skills with emphasis on clarifying requirements and rewriting scripts, stored procedures, etc with higher-performing replacements. I built many strong inter-departmental relationships, improving the image of the Ratings department and overall quality.

Tools

Microsoft SQL Server 2005 - 2008, Integration Services, Visual Studio 2008, Team Foundation Server, Source Control, Sharepoint, Office, Visio

Achievements

- Rewrote dozens of scripts, reducing development (of enhancements) time by 90% and reducing processing time by up to 99.5% (literally)
- Replaced an approximately four month, 1900 person/hour manual process with a series of ETL scripts that complete the process in 20 minutes and reduce QA effort to a day or two
- Demystified and clearly documented archaic processes that no remaining employees understood or could explain (update: since leaving, this process documentation has continued to be tremendously useful)
- Mentored and trained peers to relentlessly pursue 100% bug-free code that simplifies processes and is clearly documented
- Cleaned up historical scripts and entered them into TFS with proper versioning control

Sun Microsystems, Broomfield, CO
Data Merge Contractor (through NetPolarity, Inc)

2008-09 — 2009-02

Narrative

Researched and merged customer accounts through Oracle SQL and a proprietary tool.

Tools

Oracle, Linux, Proprietary CRM software

Achievements

- Created and documented 45 minute merge process, including research scripts
- Ran merge batches with 100% accuracy (no rework)
- Resolved potential issues promptly by coordinating established resources

Preferred Care Partners, Miami, FL

2006-05 — 2008-08

Senior Data Analyst, Medical Economics

Narrative

Created new medical economics department with the director thereof to conduct analyses, generate reports, and build tools to improve risk adjustment and risk reporting to Medicare. Created a stand-alone chart review application that substantially improved speed and quality of the chart review process performed by certified coders. Identified discrepancies between patient acuity and Medicare records to increase annual payment by \$30 million.

Tools

Microsoft SQL Server 2000 - 2005, DTS, Access, Office, Crystal Reports

Achievements

- Developed mobile chart review application for collection and reporting of patient ICD9 diagnosis codes, reducing chart review time, from identification to completion, by 90% (7 hours per office), increasing accuracy by 50%, and improving the review candidate selection process
- Recovered 30 million dollars annually through patient risk adjustment
- Designed ad-hoc and recurring reports to support physician development, risk adjustment, and enrollment

Education

Purdue University, West Lafayette, IN

1994 – 1998

Database Management and Data Analysis Course

2003

Miami-Dade College

2005 – 2007

Outstanding Foreign Languages Student Award, 2007

Certified Scrum Product Owner (through ScrumAlliance)

2015 – 2017

Other Projects & Affiliations

Denwhere(?), Denver, CO

2012-04 — present

Co-Founder and Board Member

Narrative

A non-profit dedicated to spurring economic development through community engagement

Achievements

- Launched 6 events with full 501(c)(3) backing
- Helped Ignite Denver manage finances, improve event quality, and expand reach
- Recruited a co-founder and others with campaign management, grant writing, non-profit management, and event coordination experience to further expand Denwhere's capabilities