Terry Cabeen

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Business-focused data leader with deep technical roots and a strong people-first philosophy. Proven track record of achieving ambitious business outcomes while intentionally balancing delivery expectations with engineers' well-being, driving rapid improvement at a sustainable pace.
Experienced in adopting cross-functional engineering models with Feature/Solution teams vertically and platform teams & chapters/guilds horizontally to scale reusable efficiencies while meeting client demand.

History

EnergyHub (an Alarm.com company), Brooklyn, NY   2024-01 — present

Manager, Data Engineering

Business & Strategy Impact
- Prioritizing quality, scalability, and revenue growth in partnership with relevant teams to align data initiatives with company-wide objectives
- Growing data as a shared, cross-functional platform rather than a siloed function, enabling faster, more confident decision-making with less direct data engineer involvement
- Defining and communicating a clear data strategy that balances near-term delivery with scalability
- Collaboratively redesigned data specifications to support complex programs, enabling teams to represent shared needs independently and drive partners toward higher-value programs

Engineering Leadership & Team Health
- Built a collaborative, inclusive leadership approach centered on understanding engineers' experience
- Regularly assess individual engineer and collective team stress, frustration, and burnout risk, adjusting assignments to maintain a predictable and stable workforce
- Guide internal priorities by balancing business needs with engineer needs to maximize satisfaction and engagement without compromising commitments
- Foster a culture where engineers feel valued not just for output, but also creativity and judgment
- Restructured team to reduce isolation and increase pairing on projects, improving collaboration and broadening cognitive scope across our codebase

Organizational Outcomes
- Improved delivery predictability, quality, and external communication, increasing cross-team trust while reducing external questions and unplanned interruptions
- Strengthened cross-team collaboration through touchpoints, shared documents, and clear ownership
- Scaled data capabilities while driving cost savings by prioritizing optimizations and efficiency
- Introduced database administrator rotation, enabling better distribution of admin workload, improved knowledge transfer within team, and engineer growth
- Hired and onboarded three new engineers as well as a new senior PM, all of whom almost immediately established themselves as dependable experts

Maximize Hype
- Promote team achievements, building a better internal sense of accomplishment and external awareness of team's efforts
- Consistently bring energy in presentations and conversations to drive a sense of engagement and ownership throughout the organization

Divvy (acquired by Bill.com), Draper, UT   2022-05 — 2023-06

Driving engagement and employee satisfaction while increasing transaction processing speed and capability over 10x

Manager, Software Development (Fraud & Decisioning)
- Navigated an acquisition, managing the transition while maintaining stability & predictability
- Stabilized a high-performing team, de-risking attrition and allaying leadership's concerns
- Quickly learned product area and built trust with team by protecting and empowering them
- Collaborated with my Product Owner to balance team workload an intercept interruptions
- Introduced Gemba-style rotation to relieve stress and improve support request responsiveness
- Prevented burnout through empathic attention to team needs and by integrating joy into team culture
- Supported the individual needs of each engineer, driving high-performance and job satisfaction
- Co-lead Enterprise Resource Group covering mental and physical wellness

Hitachi Energy (formerly ABB), Broomfield, CO   2015-05 — 2022-05

Joined a struggling data processing group supporting a product that provides the most comprehensive energy market data in North America

Intern Manager
- Improved team productivity and company reputation by taking over summer intern program
- Recruited and hired 12 summer interns by representing the company at college career fairs, screening applications, interviewing candidates, and making recommendations to the team
- Increased offer acceptance rate through a focus on intern mentoring offerings
- More than doubled productivity by improving onboarding, training, and team integration
- Boosted intern productivity and job satisfaction, earning the program a perfect NPS each year

Data Acquisition Developer
- Rebuilt cross-team relationships to enable Agile/Scrum adoption; worked with new Product team to build out and maintain backlog
- Rewrote data acquisition pipelines, resulting in >95% reduction in maintenance and backfill
- Ensured >99.9% data completeness by maintaining existing scrapes and ETL processes
- Improved documentation and training, enabling analysts to grow technically, driving more efficiency and scalability

Jetpack Ready, Denver, CO   2012-03 — 2017-12

Started a consulting company with a reputation for care, communication, and quality.

Co-Founder and Project Lead
- Designed and developed custom WordPress sites, components, functionality, and design for corporate clients like Crocs and Fusion Specialties
- Developed a low-latency data translation engine for Denver Public Health

Envysion, Louisville, CO   2013-03 — 2015-02

Architected, developed, and enhanced features for a video-centric business intelligence platform with billions of records to meet loss prevention and quality objectives for multiple large-scale clients.

Senior Database Developer
- 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

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.

Software Engineer
- Developed new system functionality according to specifications in an Agile process using solution descriptions, architect review, independent development
- 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

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

Database Developer and Product Owner
- Rewrote core ratings process, reducing ongoing development time by 90% and reducing processing time by up to 99.5%, turning a multi-week process into a single day's work
- Automated testing of several processes, improving overall quality of the ratings engine
- Replaced an approximately four month, 1900 person/hour manual model update process with a series of ETL scripts that complete the process in 20 minutes and reduce QA effort to a day or two

Sun Microsystems, Broomfield, CO   2008-09 — 2009-02

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

Data Merge Contractor (through NetPolarity, Inc)
- Created and documented merge process, which ran with 100% accuracy
- Coordinated resources to promptly resolve source data issues

Preferred Care Partners, Miami, FL   2006-05 — 2008-08

Created new medical economics department with the newly-appointed department director to conduct analyses, generate reports, and build tools to improve risk adjustment and risk reporting to Medicare.

Senior Data Analyst, Medical Economics
- Developed mobile chart review application for collection and reporting of patient diagnosis codes
- Reduced chart review time by 90%, increasing accuracy by 50%, and improved reviewer satisfaction
- Increased annual revenue recovery by $30MM
- Designed ad-hoc and recurring reports to aid physician development, risk adjustment, and enrollment

Neighborhood Health Partnership, Miami, FL   2004-09 — 2006-05

Analyzed patient data to identify inaccurate incoming and outgoing payments. Created ad hoc analyses and built repeatable reports and dashboards for executive review.

Financial Analyst II, Medical Economics
- Analyzed data for special projects, one of which increased revenue stream by $15 mil over 2 years
- Automated recurring reports for average time savings of 40 monthly person-hours
- Provided current and retroactive membership and retention for over 180,000 members
- Assembled reports for litigation support amounting to over $3.5 mil in 2005

Non-Profit and Committee Work

Mountain Phoenix Community School, Wheat Ridge, CO   2014-09 — present

Diversity + Inclusivity (Committee Chair 2020-2021)   09-2017 – present
- Planned and directed monthly meetings accommodating a variety of needs during one of the most complex years in school history
- Participated in conversations and suggested improvements related to D+I committee's efforts
- Hosted screening of The Mask You Live In film and facilitated discussion among attendees
- Took over as chair for 2020-2021 school year, invited, and welcomed new members
- Facilitated discussions and decision-making around numerous topics, including AWSNA conference

Foundation Committee (non-member contributor)   2015 – 2016
- Cleaned, organized, and reported on data related to fund-raising initiatives
- Designed improvements to fundraiser data collection for improved dollar-to-student matching

Website Redesign Sub-Committee Member   2014 – 2015
- Helped create the committee and recruit members with requisite talents
- Suggested layout and design elements, including responsive (mobile) layout & watercolor design
- Coordinated team efforts, build WordPress components, and tested site for bugs

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

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

Mental Health First Aid training (Jefferson Center for Mental Health)   2018