

## **BRANDT B. BATES SR.**

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## **PROFESSIONAL SUMMARY**

IT Consultant with over 30 years of experience in advanced database work, systems integration, and data visualizations, seeking to leverage recent expertise in AI, Machine Learning, and cloud technologies to drive data-driven solutions. Proficient in Python, PySpark, Azure AI/ML tools, and data engineering platforms such as DataBricks and Synapse Analytics. Certified in Azure AI and Data Engineering, with additional certifications in AWS and GCP.

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## **CERTIFICATIONS**

- **Microsoft Certified: Azure Data Fundamentals (2023)**
  - **Microsoft Certified: Azure AI Fundamentals (2023)**
  - **Microsoft Certified: Power BI Data Analyst Associate (2024)**
  - **Microsoft Certified: Azure AI Engineer Associate (2024)**
  - **Microsoft Certified: Azure Data Engineer Associate (2024)**
  - **Dell Boomi IPaaS (2022)**
  - **Python Machine Learning (Forecasting/Regression) (2023)**
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## **SKILLS**

- PySpark, Python
- Synapse Analytics, Fabric, Pipelines (ETL, ELT)
- Predictive Model Training / Deployment
- RAG development
- Azure AI/ML tools - Vision (+Custom), Language, Translator, Document Intelligence, Speech, Bot Framework/Emulator
- Streaming Analytics, IoT
- Databases - SQL Server, Oracle, MySQL, SQLite, MongoDB, Graph

- DataFactory, DataBricks, SSDT
  - Report Building (Report Builder, PowerBI, Tableau)
  - Integration – Boomi, Mulesoft
  - Agile / JIRA / HPalm
  - Full Medallion modeling paradigm
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## **WORK HISTORY**

### **IT Consultant**

*Bates Consulting, Inc.*

01/2012 -

- Multiple consulting roles for several large clients with a primary focus on HCM, Data Analysis, Systems Integration and Business intelligence. Expert level Database administration and development in Oracle, MSSQL, MySQL and PostGres. Toolbelt also includes Fabric, BigQuery and SnowFlake.
- Extensive experience with remote management of cloud-based data solutions, including AI/ML model deployment using Azure and AWS cloud services, enabling seamless collaboration in a distributed work environment.
- Integration development with Boomi, MuleSoft and Azure Logic Apps
- Responsible for Component, SIT and Regression testing in all situations
- Post-deployment issue tracking using tools such as JIRA, DEVOPS and ServiceNow on all projects to include logging, prioritization, follow-up and closure
- Led the transition into AI/ML consulting, building expertise in model development, training, and deployment using Azure ML and Python. Implemented predictive analytics solutions for large-scale data systems with Azure DataBricks, Synapse Analytics, and PySpark. Completed certifications in Azure AI Engineering, with foundational knowledge in GCP and AWS.
- Experience in advanced tools such as DataBricks, Synapse, DataFactory, Purview and many other tools involved in the ingestion-to-visualization workflow.
- Experience in several aspects of model training techniques including Supervised, Unsupervised and Transfer learning.

### **Professional Transition**

*Bates Consulting, Inc.*

01/2023 -

- AI/Cloud Engineering

### **Deployment Lead**

*Tech Mahindra - FORD*

01/2023 - 01/2024

- Accomplishments – Developed project plan and insured timely completion within timelines. Supervised system configuration, SIT testing, Regression testing. Developed UAT testing procedures and supervised same.
- Post go-live hypercare supervision
- Reconfiguration of UKG union system configurations to non-union for new plant.
- Implemented mobile application to include geofencing
- Lead an offshore team of 6 to ensure on-time deployment completion.
- Assisted on external user access configuration to include Zero-Trust, MFA, and other security measures from mobile and web.

### **Senior Data Engineer – Integrations Analyst**

*Amazon*

*05/2022 - 03/2023*

- Accomplishments – key figure in the development of an in-house global timekeeping replacement system. On-boarded several new countries onto system.
- Built scalable data infrastructure and distributed systems. Oracle and SQL Server
- Applied advanced data analysis and machine learning techniques using Python to optimize ETL pipelines for over one million employee records, generating predictive insights that improved operational efficiency.
- Systems integration creation and maintenance using Boomi and Azure integration services
- In-depth data analysis, modeling and design, data engineering
- Lead the design, implementation, and successful delivery of large-scale data solutions involving global timekeeping and payroll.

### **Kronos Architect Techno/Integrations Lead**

*UKG*

*01/2020 - 05/2022*

- Accomplishments – Integration lead in onboarding several major clients including Buc-ees, Maersk, Dave and Busters and many more.
- Advanced Scheduler, Attendance, Attestation
- Developed predictive analytics to minimize overtime allocation
- In-depth data analysis, modeling and design, data engineering
- ETL/ELT pipeline development
- Developed integration solutions and custom reports using SQL Server, Report Builder, PowerBI, and Tableau.
- Tech support for Ultimate Software during merger process with Kronos
- Lead interface creation, enhancement, and debugging. Primarily WIM, but some Boomi integrations.

## **Kronos Architect Integrations/Reporting**

*Koch Business Systems*

*05/2019 - 05/2021*

- Accomplishments – SME on system implementation of Kronos
- Staged all development environments to ensure proper transition to new system. Developed the archival system workflow for proper records management
- Developed and refined stored procedures, custom reports using Report Builder, PowerBI, and Tableau. Also developed ETL using SSIS pipelines to ingest data into DataLake
- Configured new organizational structure as part of transition to new financial system, including all integration modifications.
- Amazon workspace administration
- Payroll Reconciliation
- Datalake Administration

## **Kronos Architect Techno-Functional Lead**

*Washington Metro Area Transit*

*02/2017 - 03/2019*

- Accomplishments – created several integrations to handle custom job costing workflow from timekeeping system. Created over 25 business intelligence reports.
- Project Manager for V8 implementation.
- Data engineering for integration with Peoplesoft
- KPI development. InTouch device configuration
- Teletime configuration
- Developed custom reports using Report Builder, PowerBI, and Tableau
- Trained in-house support teams with Train-the-trainer methodology.
- Developed user level training documentation on system customizations

## **Kronos Consultant**

*D.C. Housing Authority*

*08/2013 - 02/2017*

- Accomplishments – Implementation consultant on Kronos timekeeping and hr/payroll and financial systems
- Configuration of Kronos and Yardi systems
- SIT plan development and oversight
- UAT plan development and oversight
- Development of interfaces to properly sync kronos outbound glinterface with chart of accounts structure.
- System tax filing reconciliation process development
- Lead developer on all Yardi system integrations with Kronos
- Yardi financials consulting

- Data Analysis, engineering

### **Database Administrator - Senior Developer**

*Tampa Housing Authority*

*08/2003 - 02/2014*

- Accomplishments – Database administrator/developer for all system sqlservers. Created several data warehouse workflows for analytics reports, along with numerous BI/KPI reports
- Kronos system SME. From implementations through upgrades. Integrations and Reports
- Yardi system SME. From implementations through upgrades. Integrations and Reports
- Developed over 75 custom reports using Report Builder and Crystal Reports
- Developed Several SSIS packages to integrate Yardi and Kronos systems.
- PICK/Reality multi-value database administrator/developer
- .NET custom application development including visitor tracking/alert system, client workflow tracking system, document imaging system and more.

### **Database Administrator - Senior Developer**

*City of Fort Myers*

*08/1996 – 08/2003*

- Accomplishments – Developed several .NET applications. POS sales system for tourist venues, Marina billing/reservations/retail application, City Clerk board appointment records system and more.
- Application development/support for all core city software software packages including financials, payroll, human resources, contracting and 911 system.
- SQLServer database administration/development
- PICK database administration/development
- SSIS integrations
- Y2K system remediation

### **Programmer/Analyst**

*City of Belle Glade*

*08/1991 – 08/1996*

- PICK database administration. PICK database pipeline (SSIS) conversions to sqlserver. Custom application development in visual basic.
- Application development/support for all core city software packages including financials, payroll, human resources, contracting and 911 system.

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## **EDUCATION**

### **Computer Science**

Florida Memorial University - Miami, Florida, United States

### **Computer Science**

Palm Beach Community College - Palm Beach Gardens, United States

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## **WORK AUTHORIZATION**

United States Citizen