RODRICK G. WATTS

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PROFESSIONAL SUMMARY

Passionate problem-solver looking to lead/contribute to a dynamic team that aims to deliver innovative solutions and create positive business and financial bottom lines. Results-driven professional with expertise in business analysis, data analysis, solutions delivery and overall business strategy. Proficient in using AI and automation to deliver end-to-end business and technical solutions, creating complex analytical frameworks, translating business requirements into actionable insights, developing and optimizing processes and strategic decision-making. Highly skilled in leveraging data-driven approaches that enhance technical and operational efficiency to support key company growth metrics.

EDUCATION

1999-2003	Winston Salem State University	Winston Salem, NC

Bachelor of Science: Management Information Systems (Deans List)

Degree focuses on the analysis of information, the creation of information systems, and the management of data and technology within the modern business environment.

SKILLSET SUMMARY

Full Systems Development Life Cycle	Manufacturing Systems (MES)
Reporting & Analytics	Financial Management Systems (Fintech)
Global Trade/Supply Chain Management	Production Support
Quality Assurance & UAT System Testing	Data Governance/ Data Quality Management
Cloud-Based Development Platforms	Process Documentation & Technical Writing
Enterprise Resource Planning (ERP)	Azure & AWS Cloud Architectures
Relationship Management	Workflow & Process Management
Executive/C-Suite Level Consult	Regulatory Reporting
Business & Functional Requirements Gathering	Project Management
Agile & Waterfall Methodologies	Tech Stack Implementations
SQL-Based Data Solutions	Solutions Delivery
Operational Leadership and Management	Coaching and Mentorship
Culture and Transformation	Enterprise System Integrations
Roadmap and Milestone and Task Ownership	Resource Optimization
Risk Mitigation	Client Portfolio Management
Digital Transformation and Automation Strategy	Data-Driven Decision Making
System Integration Scalability	Business Case Development
Platform Modernization	AI Implementation Strategy

EXPERIENCE

July 2025 – Present   **Mark III Employee Benefits | Johnson City TN**

Director of Data Solutions Delivery – Enrollment Technology

- Organize and lead enterprise initiatives to identify, prioritize and resolve business and technical issues spanning across multiple internal systems and client-facing data solutions.

- Create and maintain ownership of, solution roadmaps for automated processes, AI-driven data solutions and reporting pipelines, including billing extracts and custom client-requested enhancements, ensuring reliability, scalability, and consistency across recurring delivery cycles.

- Translate complex technical concepts into clear, executive-friendly communications, aligning technical strategies with business needs and senior leadership objectives. Advise President and COO and operational executives regarding various technical pathways and the potential business risks/potential ROI associated with proposed solutions.

- Manage competing priorities across multiple clients and initiatives, balancing ad-hoc requests with major enterprise deliverables while consistently meeting deadlines in fast-paced, high-accountability environments.

- Identify process inefficiencies and data control gaps, recommending and implementing process improvements that reduced manual effort, improved data accuracy, strengthened operational resilience and align with budgetary constraints.

- Operate with a high degree of autonomy, demonstrating strong ownership, accountability, and consistency in meeting commitments with minimal oversight.

Sept. 2024 – April 2025   **LPL Financial | Fort Mill SC**

Lead Business Development Analyst – Equitble Platform Modernization

- Engage in detailed analysis and discovery of LPL Report Delivery Platforms (ClientWorks), and associated databases (Snowflake, Mantas, SQL Server, Oracle).

- Identify complex interdependencies and craft scalable Agile Sprints and Waterfall frameworks for deployment by LPL and external client business and tech teams.

- Tech Stack Migration - Partner with software engineers to decode the nuances of LPL ERP platforms, engage with company executives to unravel business case logic, design current and future state processes, and prioritize on-prem vs cloud application integration.

- Provide recommendations to executive team members and principal architects based on heavy business analysis and field-level discovery engagements.

Dec. 2023 – May 2024   **Wells Fargo | Charlotte NC**

<u>Lead Data Management Analyst – Commercial Banking</u>

- Led engagements with senior and VP-level stakeholders to develop and present strategic alignments for business remediation goals and enterprise-wide risk, regulatory, and data governance frameworks.

- Leveraged advanced analytics and visualization tools (Jira, Tableau, Power BI) to develop KPI dashboards, perform data mining tasks, strengthen reporting transparency, and enable leadership decision-making on high-risk remediation priorities.

- Conduct risk assessments and root-cause analysis for senior leadership. Establish and maintain strong stakeholder relationships, project planning, resource allocation, and conflict resolution.

- Championed a culture of continuous improvement and cross-functional collaboration, bridging business, technology, and risk to enhance organizational agility and decision-making maturity.

May 2023 – May 2024   **HOCM LLC | Charlotte NC**

<u>Principal Strategic Executive Consultant</u>

- Spearheaded the research and evaluation of emerging technologies, market analytics and present potential growth opportunities.

- Manage external entities to ensure their services are aligned with company budgets and objectives.

- Research and provide AI use cases for product enhancements.

- Identify opportunities for business and technological advancements that can enhance the company's competitive position in the market.

- Develop comprehensive business plans that align with company goals, market entry, growth strategies, and risk management.

- Advise CEO and senior leadership team to identify areas for operational improvement within the company.

Oct. 2022 – Feb. 2023   **Bank of America | Charlotte NC**

Product Manager - WCADS

- Managed and refined JIRA epics and user stories sourced from business stakeholders through the Enterprise Data Incident Management (eDIM) portal, ensuring efficient and effective incident resolution.

- Consult with division leadership to identify ownership and help drive the execution of product roadmap and project milestones

- Conducted downstream analytics, generated data lake extracts, created data mappings and produced SQL reports using tools such as Oracle, Power BI, Teradata, Tableau and Alteryx.

- Conducted thorough analysis to identify and document the flow of data across various systems, ensuring data integrity, data governance and compliance with regulatory requirements.

May 2022 – Sept. 2022   **Centene | Charlotte NC**

Lead Business Analyst/SCRUM Master

- Collaborate with business stakeholders to gather business requirements and translate into technical requirements and technical acceptance criteria.

- Managed Agile sprint planning, backlog refinement, and daily stand-ups, fostering seamless communication and prioritization within Agile teams.

- Drive the creation of epics and user stories in Jira, manage project documentation in Confluence actively engaging with the development team during refinement sessions to ensure alignment and clarity.

- Managed sprint retrospectives, identifying areas for process enhancement and championing Agile best practices to boost team efficiency.

Oct. 2021 – May 2022   **LPL Financial | Fort Mill SC**

Lead Business Analyst/Executive Data Consultant (EDIS)

- Lead enterprise-wide consultancy for EDIS executive team and Sr management to analyze, understand, strategize and deliver comprehensive business and data governance policies that address existing issues within the LPL data infrastructure.

- Directed cross functional engagements between multiple lines of business and senior management to ensure that data solutions were compliant with company SLAs and industry best practices.

- Perform detailed data analysis of various data stores (Snowflake, AWS, SQL Server) within the Data Foundations infrastructure to

fix problematic batch processes, optimize existing data flows and ensure more efficient data migration.

- Data Steward responsible for performing providing strategic recommendations to executive level team members and principal architects based on analysis and discovery findings.