

Michal (Mike) Z Kruszynski

michal@mzktech.com :: +44 (0)7545 596418 :: uk.linkedin.com/in/mzktech :: 50 Alder Grove, Lytham St. Annes, FY8 4LA :: 17/04/1977

An experienced Data Analyst who specializes in data migrations. Additional functions include being a data migration Developer, QA, Data Migration Lead, Business Analyst and Data Architect within Agile and Waterfall methodologies.

Outputs and responsibilities:

- Defining scope with the client, gathering requirements.
- Analysis of all source and target databases within scope.
- Designing and implementing the data migration solution, and/or QA-ing/testing the solution.
- Documenting the data migration project: User stories, Data maps (source to target), Data dictionaries (where source or target are not documented), ETL flows of the data migration solution, Entity Relationship Diagrams of source and target systems, System landscape of source and target (plus identifying master and non-mastered data stores).
- Creating and validating data models, identifying and reporting on data quality issues
- Initiating and managing the relationship with the client/customer for the data migration stream of a given project.
- Release Scheduling and environment management.

The tools I mainly use are SQL Server (T-SQL), Postgres (PL/pgSQL), Oracle (PL/SQL) and Excel; I feel confident using any relational database (MySQL, MariaDB etc) to achieve the project's goals. A combination of schemas, views, stored procedures, custom functions, common table expressions, command line, PowerShell and regular expressions satisfy the goal of creating ETL flows to load or validate data.

If one were to speak to previous clients I would hope that they would note that they value my curiosity, insight, analytical skills, enthusiasm, tenacity, patience and ability to listen and question. Softer side skills are my ability to basically get along with folks raise a smile, and a chuckle. More importantly I love puzzles and challenges, computers are here to make life easier; the computers work for us, not the other way around (even though it may not feel like that sometimes).

Employment & Experience

- **LexisNexis Risk Solutions:** May 2019 – present, Contract
- **Inmarsat:** Nov 2018 – May 2019, Contract
- **LexisNexis Risk Solutions:** Aug 2012 – Jul 2015, Contract & Jan 2016 to Mar 2018
- **CQI | IRCA:** Oct 2011 – Jul 2012, Contract
- **ORC International:** Jun 2011 – Jul 2011 (1 month), Contract
- **The Engine Group:** Jan 2010 – Sep 2010 (8 months), Permanent
- **Tube Lines:** Oct 2009 – Jan 2010 (3 months), Contract
- **Unilever:** Dec 2007 – Sep 2009 (18+ months), Contract
- **BT Global Services:** 2004 – Aug 2006 (2 years), Contract

LexisNexis Risk Solutions, Sutton & City: May 2019 – present, Contract & Employee

Currently Lead Data Analyst on a data migration from Salesforce to Salesforce and Apttus (recently acquired and rebranded as Conga) for the Proagrica business unit.

Projects/Outputs/Remarks since 2019:

- ICIS Migration, repurposing and improving the EG migration database.
- Mini migration of Salesforce Cases for Accuity business unit.
- Creation of a partial SQL Server database replication of a legacy Accuity Salesforce stack.
- EG Migration; strategy and scope, technical implementation, data analysis of source and target systems, documentation of requirements, research of the available tools to provide the interface between SQL Server and Salesforce APIs (CData ODBC Driver for Salesforce).
- Principles of what a migration should seek to achieve, i.e. system synthesis – the backend should be populated to mimic (as far as possible) how the system would have populated itself if entered via the front end. This is not always possible but should be strove for.
- Data journey with Accuity to discover and understand their customer data issues, plus improving their

data with ad hoc data jobs.

- Trusted to have sysadmin access to all relevant data sources within the purview of the department.
- Small team of two data devs reporting in
- First person to receive an award within the Accuity market but without being a member of the market for the work I did with them to help understand their customer data spaghetti.
- Special commendation from my manager on the transferable data migration solution I have constructed.
- Happy accidental discovery that the migration solution could handle migrating documents (including version control) as well as records.

The technical implementation of the Proagrica migration solution is written in SQL Server as a database. The database(s) consists of a set of views, tables, stored procedures and custom functions to facilitate the ETL (Extract Transform Load) process of my own creation. All migrations are a subset of an ETL routines that are fully transparent and auditable.

It started as a pitch leading to a proof of concept that I could create something that could migrate data more quickly, easily and accurately than the brand approved solution (Apttus batch solution). The proof of concept was proven and so the pitch became a reality. More importantly it gave the data dev folks more agency as the existing batch solution required more involvement from the technical Salesforce folks, thereby freeing up their time in the migration.

Other activities are as already specified, data maps, analysis of source and target systems, cross-system process analysis, e.g. if an order is in state x in source system 1, what would be the closest equivalent stage in target system 1, strategy and requirement documents, ERDs, documenting master and non-mastered data entities and fields.

Concurrently with the Cirium data migration, I assisted Accuity with understanding their data in the current Salesforce/Apttus instance called Unity. Due to a number of factors, Accuity were struggling to identify their customers and purchase behaviour. Ultimately I reached the point of producing a full data audit of their customer orders, so that data issues were framed against a known 'correct' set of transactions. Normally this should be straightforward if Apttus followed a transactional model, but Apttus' data model is not adequately documented and how entities are populated during the ordering process are odd enough that together with a poor migration to Unity and continued challenges to encourage sales users to enter their orders according to their processes (and cultural issues resulting from acquiring other businesses) got Accuity to the point that their data was spaghetti.

Inmarsat, Old Street, London, UK: Nov 2018 - May 2019, contract

I was a Data Analyst on a data migration project to migrate Inmarsat's CRM data onto Salesforce.

Postgres was the relational database used. I was mainly involved in data mapping to the new Lightning instance of Salesforce. I also initiated a data quality activity to ensure that existing records complied with new processes and mandatory fields. Other achievements included setting up a JIRA project for the data migration user stories, creating a Confluence site for the data migration and using AWS Console (S3 usage and data migration tasks).

Unique challenges for me were with the complexity of Inmarsat's customer data structure, lack of integration between existing data sources and the quality of the data available. In addition, due to breadth and scale of the project's scope, planning the order of system loading was complex. Other challenges that are common in these projects were business engagement with the data migration, desynchronization of systems between environments, data quality, breaking the 'lift and shift' data migration mentality in stakeholders, educating stakeholders to the virtues of good data quality.

Mar 2018 to Nov 2018

An extended break, not altogether planned; recharge and reboot.

Reed Business Information, Sutton, UK: Jan 2016 to Mar 2018, contract

Data Migration Analyst, Co-Lead, developer, QA, BA and Data Architect for a data migration from a custom Oracle CRM, plus Salesforce to a Salesforce and Apttus stack. The data was mainly subscription, order and

billing information plus the Accounts and Contacts associated with any in scope order.

The main body of work was:

- Co-design, implementation and validation of the data migration solution (T-SQL, stored procs, views, schemas, command line, batch Salesforce data loader, PowerShell, Linked Servers, FOR XML SQL).
- Documentation and visualisation of data migration scope, mappings & rules.
- Discussing and resolving issues with technical staff and business stakeholders.

Within a data migration team of three (one data migration developer and co-Lead based in Doetinchem, and myself based in Sutton), we designed and created a data migration solution according to the requirements gathered by us and offered by the business based in Amsterdam. Travel to Amsterdam and Doetinchem was required. The client, [Nextens](#) who mainly provide web services (and desktop software) to assist Dutch Accountants submit tax returns to the Dutch tax authorities. It was a very challenging project for everyone involved.

I then moved on to a new data migration project for the [FlightGlobal](#) and [FlightStats](#) Reed Business Information markets. In January 2018 I decided that it was time to move on, at an early 'discovery' phase of the project. Up until I left on March 14th, I was involved in analysing the source Salesforce systems, creating a strategy document (scope options and business rules per migration entity), data dictionaries, creating test materials and interviewing my replacement candidates and completing a handover of all my work.

Reed Business Information, Sutton, UK: Aug 2012 – Jul 2015, contract

A 3 month rolling contract mainly as a data migration analyst on various projects within RBI's Corporate Solutions Group and one of the brands called [ICIS](#). The projects can be categorised as three and a half data migrations (the halves being other mini migrations and one product dev & design project).

Agile development (using JIRA) of an SQL based solution to migrate 'credit' users and purchase data from SQL Server to SQL Server and Amazon DynamoDB. The Credit user migration project was viewed internally as a high profile project. The data migration was successful and the stakeholders were happy; so much so that someone from Customer Sales reminded me when it was the one year anniversary of the data migration.

Apart from dev work, main tasks were the analysis, data reconciliation, communication, documentation and 'sell' of the whole project so that everyone felt included and part of it. Troubleshooting and sense checking of other migration projects, i.e. is the data correct, are exceptions to business rules being handled, is the overall approach sound?

Development of a repeatable ETL process to extract petrochemical supply and demand data from an SQL Server instance into an XML database (MarkLogic) via a logical application layer (IDDN) that accepts XML via REST protocols. Other tasks aside from development included analysis of source database, creation of the target xml data model. Documentation of the development of the data model (Confluence), source database, mock ups of the front end interface, consultation with stakeholders, communication with China based web dev team and India based data team.

Data migration, test & QA Analyst for two industry publications (Estates Gazette & XpertHR UK) migrating to a new access and entitlement management system (SQL Server 2008) along Agile methodologies. Both migrations went live with 99.8% of data transferred successfully and minimal disruption of the normal service for customers.

The work consisted of analysing and testing the data sets to provide instructions to the SSIS dev via the creation of semi-automatic SQL scripts, views & stored procedures (T-SQL). The scripts simulated the flow of data from the actual SSIS package in order to test all data drops/deployments throughout the testing and deployment environments. Also a reconciliation file (stored procedures to produce tables and views as a data source in Excel) to evidence the course of the data flow from the SSIS output logs was required and built.

The Chartered Quality Institute, City, London, UK: Oct 2011 – Jul 2012, contract

Data Migration Analyst (SQL Server / Oracle) for a data migration (2.5 million plus rows of data) of a membership database system (Integra) to iMIS. Initially brought in to do some short term reconciliation work (six weeks) I was extended and took the lead on the scripting of almost all areas of the migration until the end of the project which went live at the end of June 2012.

Content & Responsibility:

- Composition and responsibility of SQL, T-SQL and PL/SQL code in SQL Server and Oracle XE
- Consulted with the business and project managers on how best to achieve the project goals from a data perspective
- Prepared testing manuals and score cards for permanent staff for data testing

Tech: *SQL Server 2005, 2008, SSRS 2008, Oracle XE, regular expressions (regex), Excel, HTML*

ORC International, Islington, London, UK: Jun 2011 – Jul 2011, contract

A short contract setting up online surveys and producing online and offline reports for ORC clients. I offered advice on the fact that the main website was not formatting correctly in Firefox, Chrome and Safari and offered insight on how to capitalise on online data monitoring techniques. Tech: *SQL Server 2008, HTML, CSS, Access, Excel, PowerShell.*

The Engine Group, Fitzrovia, London, UK: Jan 2010 – Sep 2010, permanent

A Database Analyst for Fuel Data Strategies, a data analytics sub company of the Engine Group. Using SQL Server, SSIS, Command Line & PowerShell, Access and Excel the main focus is on the processing of marketing data sets for Lexus.

Content & Responsibility:

- Daily processing of requests from Lexus web sites and click through advertising.
- Ad hoc reporting on specific campaigns and lead management
- Migrating server processes on Windows Server 2003
- Set up, tracking and reporting of email campaigns via Campaign Commander, including the selection of recipients (seeds, segments, suppressions, etc.) and validation of HTML and email assets.

Tech:

- SQL Server and SQL Server Integration Services (SSIS) are essential to the role as well as an understanding of VBA for Access to disseminate legacy MS Access processes.
- Stored Procedures, batch / automated data input, cleansing, manipulation, and output via SQL Server, SSIS, BCP utility and PowerShell

Tube Lines, Docklands, London, UK: Oct 2009 – Jan 2010, contract

A Claims Analyst, within the legal department of Tube Lines working on a claim destined for arbitration. A short term contract, primarily specified with producing spreadsheets using VLOOKUP and Pivot Tables and charts as well as Access and SQL where required.

From my experience of Unilever and large data cleanses I consulted with the senior solicitors on the project as to the best way to approach a data cleanse.

Unilever, Blackfriars, London, UK: Dec 2007 - Sep 2009, temp

Initially hired to cleanse data for two weeks in December 2007, I developed a role as a Data Analyst within Global HR. My contract rolled for over 18 months until the beginning of September 2009.

Content:

- The content of the data was regarding Unilever's expatriate employee moves and changes, as well as crucial involvement in the calculation and validation of the global annual salary and bonus review.
- Reporting to senior management, I was trusted and valued to work unsupervised as well as looked to for my professional judgement on technical matters. For instance, my opinion was sought on bespoke software from consultancies such as Ernst & Young Business Advisory Services, Deloitte and KPMG.
- Through my exposure to PeopleSoft and the Oracle database I gained a lot of knowledge of Unilever's PeopleSoft database design. Furthermore, because of the length of time I spent in global mobility, I also absorbed a fair amount of knowledge of Unilever's expatriate remuneration policies.

Tech:

- I queried Oracle (the database that powers PeopleSoft), which contains over 200,000 employee records and millions of records in total stored in a complicated temporal format. I exported salient records into Access 2003 then via SQL produced reports for Unilever Global Human Resources.
- I exported results from Oracle into Access. From there I treated the data some more with SQL. Results were exported into Excel to present my results in a meaningful way or to exchange the base data for other's action or information.
- I also created Access databases using a combination of SQL mainly and VBA. The Access databases I created saved Unilever time and money as well provided a base to validate data against.

The Past: Jul 2000 – Sep 2006

I was fortunate enough to spend time after my MA in Psychology and before my MSc in Computing experiencing the world and working in different roles. I worked for BT Global Services between 2004 and 2006 as a Data Analyst and Team Leader on BT's contract with the Department for Work and Pensions to supply telephony and network services. I have been a Gardener in New York and Manchester, a DJ Expo Sales Assistant for Guitar Center in Atlantic City NJ, taught English in Tokyo, restored furniture and worked as a Photographer for a music magazine in Sydney NSW. In the UK, I worked in an admin position at BAE Systems Warton, in London as an International Events Manager for the Society of Petroleum Engineers, then an Off Licence Manager for Unwins Vintners. I was a Croupier at a Stanley Casino and did work experience as a TV Journalist and Cameraman in Liverpool. I cared for people with Autism in Barnsley. In my home town, Lytham St Annes, I have been a Bar Manager and DJ at the Queens Hotel.

Education

MSc Computing (2.1) – University of Bradford, United Kingdom: Sep 2006- Oct 2007

MA Psychology (Sen. Hons.) (2.1) – University of Aberdeen, Scotland: Sep 1996- Jun 2000

Blackpool Sixth Form College & Lytham St. Annes High School: Mar 1992- May 1995

A Levels: Law (B), Government & Politics (B) & General Studies (A).

GCSEs: Mathematics (A), Science (Dual Award; AA), English (Literature; A & Language; B), French (B), History (B), Art (D) and Graphics (E).

References are available on request...