

# Anthony Patrick Saoud

Director of Business Intelligence & Data

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## PROFESSIONAL SUMMARY

Business Intelligence and data leader with 10+ years turning analytics into strategy and shipped product. Build and lead full-stack data teams, architect enterprise data platforms on Databricks, and ship production machine learning and AI agents. Led the KPI reporting behind a \$70M fundraise and currently drive an organization-wide AI-first transformation. Trilingual in English, French, and Arabic.

## CORE SKILLS

**Data & Machine Learning:** Python, TensorFlow, Scikit-Learn, XGBoost, Pandas, NumPy, Apache Spark, Databricks, RAG, LLMs, MLOps, Neural Networks

**Data Platform & BI:** AWS, GCP, Databricks Lakehouse, Delta Lake, Redshift, SQL, Looker, LookML, Power BI, BigQuery, Salesforce, Excel

**Engineering:** TypeScript, JavaScript, React.js, Next.js, Node.js, Express.js, MongoDB, REST APIs, MCP, Git

**Leadership:** Team Building, People Management, Coaching, Strategy, Stakeholder Management, Scrum, Consulting

## PROFESSIONAL EXPERIENCE

**Paystone** · London, Ontario, Canada May 2021 – Present  
*Director of BI & Data*

- Led KPI compilation and investor-facing reporting through the company's \$70M fundraise, owning the metrics investors evaluated and fielding diligence questions directly; the raise led to the acquisition of NiceJob.
- Built and lead a team of 6 data engineers, analysts, and scientists organized into domain-based, full-stack pods.
- Uncovered \$1.1M in annual recurring revenue (ARR) opportunities within cost of goods sold (COGS).
- Architected a Databricks Lakehouse unifying 60+ data sources, enabling near real-time streaming and a stronger MLOps practice.
- Deployed Looker as the company-wide reporting standard and FormaAI for residuals and compensation payouts.
- Shipped production AI: Databricks Genie conversational analytics; agentic frameworks including a pre-sales research agent (~1 hour saved per sales call) and a RAG knowledge-base agent on Databricks Vector Search served via MCP, a Databricks App, and Salesforce; and an XGBoost model predicting customer Google-review propensity.
- Lead Paystone's organization-wide AI-first transformation.

**Paystone** · London, Ontario, Canada Aug 2019 – May 2021  
*Insights & Analytics Manager*

- Built Paystone's first data lake on AWS S3 and Redshift, unifying 60+ data sources.
- Developed a neural network for early detection of customer churn.
- Designed dashboards and visualizations that supported business growth.
- Established a data-driven culture, moving the organization from "I think" to "I know."
- Served as an internal consultant, shaping data-backed strategies across the business.
- Built a machine-learning resume-screening tool that saved the hiring team hours per role.

**3M Canada** · London, Ontario, Canada May 2018 – Aug 2019  
*Marketing Manager — Industrial & Safety Markets*

- Owned go-to-market strategy for the industrial and safety verticals.
- Led a cross-selling initiative that drove cross-division engagement.
- Created the "One 3M" Sales Guide enabling distributor reps to sell more 3M.

**3M Canada** · London, Ontario, Canada Oct 2014 – May 2018  
*Product Owner — Business Insights & Analytics*

- Product Owner for the B2B analytics team, setting strategy and roadmap.
- Coached 3M Korea, Brazil, and Sweden on analytics best practices to replicate Canadian success.

## SELECTED PROJECTS

- **Databricks Lakehouse** — Enterprise data platform unifying 60+ sources into one governed foundation (Databricks, Delta Lake, Spark, AWS, Redshift, SQL)

**Genie Conversational AI** — Natural-language analytics layer over the lakehouse for self-serve insight (Databricks Genie, Unity Catalog, LLMs)

- **Agentic AI Frameworks** — Production AI agents (pre-sales research; RAG knowledge base) served via MCP, a Databricks App, and Salesforce (Databricks Vector Search, Python)
- **Google Review Propensity Model** — XGBoost model scoring customer review-likelihood to target reputation growth (Python, Scikit-Learn)
- **CrankFuel** — Nutrition and fueling app for Type 1 diabetic endurance cyclists (React Native, TypeScript, Node.js)
- **Nicola Circelli Law** — Modern web platform rebuild for a law firm (Next.js, Tailwind CSS, Supabase, Vercel)

## EDUCATION

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<b>M.Sc. (Econ.), International Finance</b> — University of Galway, Ireland	2013 – 2014
<b>Higher Diploma in Economics</b> — University of Galway, Ireland	2012 – 2013
<b>B.S. in Economics</b> — Lebanese American University	2009 – 2012

## CERTIFICATIONS & ACCREDITATIONS

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- Databricks Academy Accreditation — AI Agent Fundamentals (2026)
  - Databricks Academy Accreditation — Lakehouse Fundamentals (2022)
  - Certified Scrum Product Owner (CSPO) — Scrum Alliance (2017)
  - Python for Data Science & Machine Learning Bootcamp — Udemy (2020)
  - The Complete 2022 Web Development Bootcamp — Udemy (2022)
  - HackerRank — SQL (Advanced, Intermediate, Basic) and JavaScript (Basic) (2022)

## LANGUAGES

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English (fluent) • French (fluent) • Arabic (fluent)