TIM FRAZER
Director of Engineering, Data

📍 PHILADELPHIA/NEW YORK ✉ TIM@TIMOTHYFRAZER.COM
🌐 TIMOTHYFRAZER.COM 🌐 SELFTAUGHT.ENGINEER

📜 WORK EXPERIENCE

DIRECTOR OF DATA ENGINEERING
THRIVE GLOBAL
2023 - 2024

I led the development and implementation of Thrive's Data Strategy, growing the team from 0 to 12. Built out the next data platform for Thrive Machine machine-learning efforts and data-driven strategy.

- Customer analytics, Product Analytics, Data Science
- Data Engineering, Analytics Engineering, Machine learning

LEAD DATA ENGINEER (MANAGER)
THRIVE GLOBAL
2021 - 2023

I am focused on defining & executing Thrive's Data Engineering Strategy.

- As the Lead - designed & architected the Data Platform with a solid team of engineers creating the foundation. We rely on data testing and foundational data modelling to move from 0 data tests to 2,000 + and reduced failure.
- I led and implemented a complete restructuring of the data stack, 0 to 1,000+ data models, building the foundation for a trusted analytics base.
- Raised information security by designing and moving everything to infrastructure as code (Terraform)

SENIOR DATA ENGINEER/ SENIOR SOFTWARE ENGINEER
BONOBOS
2017 - 2021

I work on the Union Squared team, developing integrations and all other essential software backends and data engineering software.

- Learned Python, SQL, JavaScript, and Terraform.
- DB worked in PostgreSQL, Redshift, and Snowflake.
- Data movement from trunk and load to Kafka streaming.
- Job Orchestration Airflow, Luigi, and others.
- SuiteScrip (Javascript) & workflow development (NetSuite)
- Platforms Salesforce, NetSuite, Salesforce marketing cloud etc.
- Tech Leadership on multiple projects - Integrations, data movement.

APPLICATION DEVELOPER & OTHER STUFF
KIT AND ACE
2015 - 2017

An intense constantly changing international clothing "startup" that went gone from 1 store to over 70+ and in 5 countries in 24 months, formerly *insane growth*

- Cross-functional financial reporting and requirements gathering, report building, dashboards, and KPI analysis
- Responsible for timely resolution of application issues, and undertake regular reviews of internal and external support KPI & SLA's
- Manage application Change Process (Git, NetSuite Suitebundler)
- Business requirements gathering and solution delivery analysis
- Develop scripts to customize system functionality (JavaScript, SQL, etc)
- Engage in system enhancements, enable new features, and support business execution

INVENTORY & FORECAST ANALYST - MANAGER
PAI HEALTH
2009 - 2015

- I was responsible for functional financial reporting, requirements gathering, report creation, dashboards, and KPI analysis. I worked closely with finance, sales, and operations to create many different KPIs to measure success.

- Managed many changes in the original Netsuite Scope to match new business needs. These include our North American expansion into a global company, warehouse additions USA, Canada, EU, HK, and a massive web store expansion.
- Assisted with business requirements gathering and developed many solutions for a gamut of business processes.

💬 REFERENCES

SEAN GLYNN

Lead Data Engineer @ Thrive Global

I worked under Tim for two and a half years. I can confidently say that he is a technically savvy data leader. He is an invaluable asset to any team and organization. As a manager and leader, he combines extensive technical knowledge with compassion and support for his team. He played a pivotal role in the creation and leadership of a highly skilled team that was tasked with building Thrive's data analytics platform from the ground up. Through his expertise and guidance, the team was able to develop a powerful platform that enabled Thrive to make data-driven decisions and gain valuable insights into their business operations.

I've had the pleasure of knowing and working alongside Tim for over 2 years and count myself so incredibly lucky to be able to learn from him. Tim is a data leader with deep knowledge in a variety of fields from ML or customer insights. Aside from his comprehensive technical skills, I admire Tim's ability to be sincere and direct, to relentlessly prioritize, and put the needs of others above his own. Throughout his time at Thrive, Tim has fostered collaboration and mentorship, driving continuous improvement and empowering teams to deliver exceptional results. I am so privileged to work alongside Tim and consider myself a better professional as a result of it.

💬 ABOUT ME

Tim Frazer was a Director of Engineering, at Thrive in New York City as an undercover Canadian, developing integrations between systems using various technologies and programming languages. I'm a self-directed learner who likes teaching. I've built processes to handle financial & forecasting across globally focused companies and strive to shake up the "but we always did it that way before" attitude. I am an open and outgoing person who values personal development, engaging life experiences, and sharing what I know. Goal setting and achievement is an essential part of my life.

📖 EDUCATION

SYSTEMS THINKING CERTIFICATE
CORNELL UNIVERSITY
2020 - 2020

Learning how to devise more effective approaches to managing complex systems, situations, processes, and problems by analyzing and model changes to complex systems.

ALT MBA
ALTMBA
2018 - 2018

The altMBA is a leadership and management program led by Seth Godin. Learning how to be uncomfortable producing a lot of content with distributed teams in a very short amount of time; it was amazing.

LAUNCH PAD
LAUNCH ACADEMY (TECH INCUBATOR)
2017 - 2017

Created, researched and pitch my company invtry.io global tariff/taxes and classifier to making trade faster and easier between business and customers no matter where they were in the world for E-commerce platforms.

HOMESCHOOLED - AUTODIDACT
WONDERTREE/SELFDESIGN
1984

Self-taught pretty much everything, but don't' worry I've done graduate and undergraduate courses from Computer Science to accounting.