

DAMON YOUNG

Senior SQL Server / BI Developer

SQL Server · SSRS and paginated reports · T-SQL performance tuning · Crystal-to-SSRS migration · Power BI · AI-accelerated delivery

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SUMMARY

Senior SQL Server and business intelligence developer with 15+ years of building reporting that executives and operations teams trust. I work across public sector, healthcare, finance, insurance and SaaS. My specialties are T-SQL performance tuning, SSRS and paginated reports, Crystal-to-SSRS migration, and reporting databases. I start by finding the real question behind a request, then build a report that answers it and check the numbers against the source. I now deliver through AI coding agents under strict review and verification, so work quoted in days arrives in hours without giving up accuracy.

SELECTED IMPACT

- Rebuilt a legacy Crystal report with an **8-hour runtime as an SSRS report that runs in 12 seconds**. I pushed parameters upstream and staged core data in purpose-indexed temp tables.
- Delivered **eight report conversions and fixes, each quoted at 12 hours, in 2 to 4 hours each**, production-ready, benchmarked and reconciled to source.
- **Owned the entire BI function** for a SaaS vendor-management platform: development, support, prioritization and executive metrics.
- Designed and built a **complete SSRS reporting suite** for a newly deployed health plan system that shipped with no reporting.
- At Capital Group, one of the largest US mutual fund companies, replaced a **two-hour daily manual review** of a printed report with an exception report built on the user's actual business rules. It also caught exceptions the manual review had missed.

EXPERIENCE

Elliott Group Consulting, Senior SQL / BI Developer (contract, remote) · 2024 to present

- Convert legacy Crystal Reports to SSRS for municipal government clients on Tyler MUNIS and EnerGov, including budget projection, revenue history, fund balance, payroll, benefits, licensing and tax compliance reports.
- Re-engineer slow datasets and stored procedures, taking report runtimes from hours or minutes to seconds.
- Built SQL Server Agent and PowerShell automations for municipal clients: a file-triggered job that loads, matches and returns utility meter-read files with exception reports, and a nightly staff export delivered by SFTP.
- Wrote SQL extracts and audit reports for ERP migrations and grant compliance, including payroll tax data for 1,014 employees and a payroll allocation audit that flags leave charged to the wrong funds.
- Work with city finance and IT staff to pin down business rules, validate output and improve usability.
- Deliver with AI coding agents: I define the business question and tuning standard, direct the implementation, then benchmark performance, reconcile to source and finish the layout by hand.

SimpleVMS, Lead Business Intelligence Developer (full-time, remote) · 2021 to 2023

- Sole owner of BI for a SaaS vendor-management platform: new development, maintenance, support and prioritization.
- Built SSRS reports, DevExpress reports and dashboards, and SQL Server reporting solutions hosted on Azure and AWS.
- Investigated questionable figures and worked with executives and end users to define metrics. Recognized for diligence and for working well with non-technical users.

L.A. Care Health Plan, Senior Business Intelligence Developer (contract) · 2013 to 2014

- Designed and implemented a full SSRS reporting suite for a new system with no native reporting.

- Defined business rules with department leaders and power users. Mentored a junior developer and helped with candidate interviews.

OneWest Bank, Senior Business Intelligence Developer (contract) · 2013

- Built database objects, SSIS packages, T-SQL and SSRS reports for Enterprise Risk Management during a high-visibility asset transfer.

Verengo Solar, Senior Business Intelligence Developer (full-time) · 2011 to 2013

- Delivered end-to-end BI for sales, operations, payroll and job costing using SQL Server, SSRS and Quickbase.
- Built a Quickbase timesheet application integrated with SQL Server. Implemented multi-state regular, overtime and double-time payroll calculations.

TheZenith, Business Intelligence Developer (contract) · 2011

- Built complex Crystal Reports on Oracle and SQL Server for the enterprise reporting team, working with users from business rules through testing and deployment.

American Honda, Lead Business Intelligence Developer (contract) · 2009 to 2011

- Lead Business Objects developer for a system that tells dealers when ordered vehicles will arrive. Designed universes for standard and ad hoc reporting, maintained a SQL Server data mart with SSIS and stored procedures, and ran classroom training for users.

Earlier roles

- Boston Scientific, SQL / ETL Developer (contract) · 2009. Cut a legacy-migration ETL stored procedure from 3 to 4 hours to minutes by staging data early in indexed temp tables, a technique the rest of the team adopted.
- PMD Consulting, Database Architect / Developer (contract) · 2009
- City of Hope, Lead BI Developer / Administrator (full-time) · 2007 to 2009
- TheZenith, BI Developer / Administrator (full-time) · 2006 to 2007
- Solugenix, Systems Analyst / Developer (full-time) · 2000 to 2006, including about three years at Capital Group

AI-ACCELERATED DELIVERY

- I run a team of AI coding agents (Claude Code and OpenAI Codex) under written rules. One agent plans and delegates, others build, and independent agents review the work before I do.
- Every query is tuned to a defined standard and benchmarked for speed and accuracy. Data-provenance rules and an automated scanner flag hardcoded values for independent review before anything reaches a client.
- I maintain a shared knowledge base of verified facts, so lessons and business rules from one project carry into the next.

TECHNICAL SKILLS

- **Reporting and BI:** SSRS, paginated reports, Power BI, DAX, Tableau, Crystal Reports, DevExpress, Business Objects / Web Intelligence
- **SQL and databases:** SQL Server (on-premises and Azure), T-SQL, stored procedures, query and index tuning, execution plans, reporting databases, data marts, Oracle, IBM DB2
- **ETL and automation:** SSIS, SQL Server Agent, scheduled T-SQL, replication, source-to-report reconciliation
- **AI-assisted development:** Claude Code, OpenAI Codex, multi-agent workflows, AI-assisted SQL authoring and tuning
- **Domains:** municipal finance, healthcare, insurance, banking, investment management, SaaS, payroll, licensing, compliance, sales operations

EDUCATION

Bachelor of General Studies (natural sciences and mathematics), Wichita State University