

JIM HORN

Microsoft SQL Server Database Developer, Architect, BI, and Manager with an MBA.
Actively looking for >95% remote only positions.

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SKILLSETS

SQL Server SSIS, SSRS, Data Warehousing, Business Intelligence, Power Pivot, Dashboards.

Other Databases and ETL tools Oracle, Access, Informix, DB2, Talend, DataStage, Salesforce.com, Pragmatic Works.

Business Intelligence Power Pivot, Power Query, Power View, Power Map, Power BI Desktop, Excel VBA

Emerging SQL Skills TFS, Git, Redgate SQL Change Automation, SSAS Tabular, SSAS Multidimensional, Data Mining, PowerView, PowerQuery, PowerMap, DAX, MDX, XML, VB.NET Scripting, C# Scripting, Power Shell, Data Modeling, Master Data Services, Data Quality Services, Change Data Capture, Full Text Search, Service Broker, Salesforce.com SOQL, Facebook API, HubSpot API, IntelliJ, Python, Subversion, Confluence.

EDUCATION

Masters in Business Administration (MBA)	Service Operations	University of Minnesota	1997
Bachelors of Arts Degree (BA)	Accounting	Michigan State University	1991

MICROSOFT EXAMS PASSED – MCP ID 1370311

70-762, Developing SQL Databases (SQL Server 2016), January 2019 (MCSA)
70-761, Querying Data with Transact-SQL (SQL Server 2016), December 2018
70-461, Querying Microsoft SQL Server 2012, June 2013 (MCP)
70-069, Application Development with Microsoft Access for Windows '95 January 2000.
70-051, Microsoft Access 2.0 Application Development, May 1998 (MCP)

FULL-TIME EXPERIENCE

Contracts and employment as primarily a Microsoft SQL Server database developer

EY	Data Architect	January 2020 – October 2020
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Contract developer on the Consulting & Analytics team working on various SQL and SSIS projects and client data conversions.

cx Loyalty	SQL Server Data Architect	November 2016 – December 2019
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SQL Server architect for a credit card loyalty rewards company with 30+ clients and 100+databases. SQL Agent jobs / table partitioning that handle archiving and deleting data, PCI compliance, Applications Development support, project estimating, mentoring junior developers, offshore development creation and review.

Travel Leaders	SQL Server Developer	June 2016 to November 2016
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Contract developer on the Consulting & Analytics team working on various SQL and SSIS projects and client data conversions.

Optum / Humedica	Oracle and Java Developer	October 2015 to June 2016
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Contract developer on the variable project team building custom Oracle SQL code in various factmarts to work with a Java Web application that is a Business Intelligence tool for health plan data.

Brightpeak Financial	Enterprise Data Architect	April 2015 to August 2015
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Responsible for Business Intelligence development, business unit engagement, and data architecture for a 70-person financial services company. SQL Server version product feature comparison, developed 10+ SSRS reports involving charts, graphs, cohort analysis, and a multi-report scoring model with datamart backend. Company later folded into Thrivent Financial, who later ceased operations.

Optum Health	SQL Server Developer	November 2014 to April 2015
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Contract SQL developer building SSIS packages that consume Salesforce.com data and load a data warehouse. Change data capture, Slowly Changing Dimensions, buffer manipulation for very wide tables, notifications.

Microsoft Access 2.0/97 programmer supporting two large travel agent sales accounting applications for domestic and international travel. Supported a database which handled the Passenger Facility Charges by airport and its distributions. Also supported 15 data entry applications that were used to enter employee travel, related industry employee travel, benefits elections, and 401k elections.

Employment as an accountant

Mystic Lake Casino Finance and Systems Analyst 1995 to 1997
 Accountant and Microsoft Access Developer for the Hospitality Division. Responsible for reporting, general ledger, variance analysis, inventory control, and special projects. Created and supported multiple Microsoft Access accounting applications.

University of Minnesota Accountant to Senior Accountant 1993 to 1995
 Staff accountant for the AHPCRC and Plant Pathology departments. Responsible for general ledger, reporting, forecasting, payroll, effort certification, audits, internal service organization accounting, purchasing, and other duties.

General Mills Financial Associate 1991 to 1992
 Entry-level finance and accounting position for the Gold Metal Flour (then Sperry) and Export departments. Responsible for variance and cost analysis, audits, reporting, forecasting, analysis, and other duties.

PUBLICATIONS

Article Name	Date	Description
Microsoft SQL Server		
SQL Server: T-SQL recipe to create a million sample people (link)	July 2013	A how-to to create a table with a million rows of sample people with addresses, phone number, date of birth, and other demographic columns. The best uses are to de-identify existing data, or create realistic-looking data from scratch.
T-SQL: Identify bad dates in a time series (link)	Aug 2013	A lessons-learned of dealing with various insurance clients and their needs in identifying gaps or overlaps in a 1:M table time series.
Build your own SQL calendar table to perform complex date expressions (link)	Sep 2013	A demonstration of SQL Server T-SQL script that will build a calendar table, and demonstrate ways to easily query it to perform what would otherwise be complex date expressions.
SQL Server CASE Solutions (link)	Oct 2013	A demo of multiple T-SQL CASE block uses.
SQL Server GROUP BY Solutions (link)	Sep 2013	A demo of T-SQL GROUP BY block uses.
SQL Server Delete Duplicate Rows (link)	Aug 2014	A montage of common Microsoft SQL Server 'How to delete duplicate rows?' solutions.
Migrating your Access Queries to SQL Server (link)	Mar 2014	A 101-level overview of migrating your Microsoft Access queries to SQL Server Transact-SQL (T-SQL query language).
T-SQL: Normalized data to comma delineated string and back (link)	Aug 2015	Many times as a report developer I've been asked to display normalized data as a comma-separated string. Here's how to do it.
SQL Server Training (link)	Mar 2016	A montage of SQL Server training options.
Microsoft SQL Server and Excel		
Excel & SQL Server: Self Service BI to give users the data they want (link)	May 2014	How to build an Excel spreadsheet that allows users to enter select values via populated combo boxes and hit a magic 'Go' button that retrieves only that data from SQL Server based on those selections, using nothing more than standard Microsoft Excel functionality and an ODBC Connection.
SSIS Interview Tips and Tricks (link)	Feb 2016	Lessons learned during ten years of interviewing for SSIS and other ETL contract roles and two years of staff manager interviewing contractors.
Microsoft Access		
Table Based Access Variables (link)	Dec 203	How to create your own variables in Microsoft Access that can be used anywhere and saved between user sessions, resulting in making life easier on users, make maintenance easier for developers, and frames up Super Awesome Developer Ninja Stuff!

Project Documentation		
Requirements Document Template for a Reporting Project (link)	Aug 2013	Based on my development experience as an SSRS, Crystal Reports, and Access developer over the years.
Requirements Document Template for an ETL Project (link)	Aug 2013	Based on my development experience as an SSIS developer over the years.
General Topics		
Contracting: How to go out on your own (link)	Mar 2014	A 'How I did it' of converting from a full-time employee to an independent contractor with my own business.
Top 10 Ways to Ask Better Questions (link)	Jun 2015	A Top 10 list of how experts can tailor their questions to get better answers.
Top 10 Ways to Write Rock Star Technical Articles (link)	Sep 2015	How to write articles for greater odds of being published and maximum points.
Custom Images from a Screenshot (link)	May 2015	Here's a quick and dirty way to create a custom image from a screenshot for use in Experts Exchange questions, articles, or any document using a Windows PC that does not require installing extra software.

VOLUNTEER EXPERIENCE

Experts-Exchange.com Volunteer 2004 to Present
 2015 to Present Page Editor, which involves reviewing technical articles for publication, and determining various award statuses.
 2013 to Present Topic advisor in the SQL Server zones.
 2005 to 2007 Co-Topic advisor of Visual Basic, VB Databases, VB Controls, and Microsoft Access zones.
 2004 to Present Answered questions and solved problems for website membership holders as a volunteer.
 Ranked #1 expert in Microsoft Access Topic Area (TA) April-May-June 2005 and VB Databases TA July 2006.

SQL Saturday Presenter & Board Member 2013 to Present
 2013: Presented SQL Server: T-SQL recipe to create a million sample people ([link](#)) to 30 attendees.
 2015: Presented SQL Calendar Table ([link](#)) to 25 attendees.
 2016: One of the PASS-MN Board ([link](#)) members that ran [SQL Saturday #557](#).

PART-TIME TEACHING AND LEADERSHIP EXPERIENCE

US ARMY NATIONAL GUARD Private to Captain (Part-time, weekends) 1985 to 1997
 Part-time member of the Michigan and Minnesota Army National Guard. Leadership training through Army R.O.T.C. and various Fort Knox-based courses. Served in increasingly-responsible positions supervising 11 to 71 soldiers.

ACADEMY COLLEGE Instructor (Part-time, evenings) May 2003 to September 2003
 Teaching Microsoft Office 2000 two nights a week to 14 non-computer programming students during Summer Term 2003.

EXECUTRAIN Instructor (Part-time, contract) March 2003 to May 2003
 Taught Microsoft Visual Basic 6-Development, Microsoft Access 2000/XP-Beginning to Development, and Excel VBA-Development to classes of two to 14 students.

BENCHMARK LEARNING Instructor (Part-time, contract) 2011 to 2012
 Taught three Access VBA classes.

BOY SCOUTS OF AMERICA Various Adult Volunteer Positions 2006 to Present
 Served for two years as the leader of a group of 75 Cub Scouts from first to fifth grade and 20 adult volunteers.
 Create schedule, assigned and managed leaders, provided overall pack direction, and lead monthly events.

VARIOUS Developer (Part-time, evenings) March 2003 to April 2009
 Various part-time development and mentoring work with small business, mostly in Microsoft Access.

SOFTWARE SKILLS

Oracle Less than one year working with Oracle SQL.
 Microsoft SQL Server 11 years, data modeling, SSIS, SSRS, DTS, TSQL, staff management.
 Microsoft Visual Basic 6 / .NET 4 years, built or supported six distributed applications.
 Microsoft Access 10+ years, built or supported around thirty distributed and networked applications.
 Crystal Reports One-half year supporting existing reports

Microsoft MTS / COM+ / IIS
HTML / DHTML / ASP
Object-Oriented Programming
Wise for Windows Installer
Windows Help/HTML Help
IBM Data Stage
Cognos

2 years of creating COM objects and maintaining development sites
3 years, built or supported five applications.
1 year, used on two applications.
1 year, deployed four applications using Wise Installer 8 and WfWI 3.5
One-quarter year, deployed two applications in support of existing apps.
Familiarization and some reverse engineering
Familiarization

SOFTWARE ROLES

Staff Manager / Architect
Developer
Project Manager
Project Lead
Business Analyst
Graphic Artist
Trainer
Level 2-3 Help Desk Support
Tester
IS Business Liaison

Two years managing + architect for an ETL shop of up to a dozen developers.
Developed software in SQL Server, Visual Basic, Access, ASP, HTML, Java
Managed projects as PM on demand for projects I have developed or staffed
Supervised projects as Project Lead over other developers
Facilitated business users requests for IS projects and reverse-engineered existing ones
Edited and created images in support for Web projects I have developed
Trained others in Visual Basic and Access on-demand
Created Help Desk diagnostic scripts and FAQ's to allow Help Desk to support app
Created and executed testing scripts for my projects and others
Coordinated with business units to best translate their needs into actionable projects

SOFTWARE EDUCATION

Wise for Windows Installer for Developers Mastering Visual Basic 6 Development (MOC 1013A)
Wave Interactive MCSD Study Kit Mastering Web Application Development (MOC 1017A)
Ongoing technical training Microsoft Access Basic, Intermediate, Forms and Reports, and Advanced Training

LEADERSHIP EDUCATION

IT Master's Program at Benchmark Learning
Jostens Project Management Training U.S. Army Armor Officers Basic Course
General Mills Total Quality Training U.S. Army Armor Office Advanced Course (Phase I)
Dale Carnegie Management Seminar U.S. Army R.O.T.C at Michigan State University
U.S. Army Instructors Training Course U.S. Army Scout Platoon Leaders Course

SOFTWARE PROJECT DOCUMENTATION authored:

Offshore Entry/Exit Criteria	Software Standards Documents	Concept Documents
Requirements Documents	Implementation Plan	Project Charter
Design Document	Warranty and Support Plan	