

Neysha Pagán Vargas

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Professional Summary

Strategic and solutions-driven Data & Analytics Leader with 14+ years of experience designing and scaling enterprise data platforms that enable business transformation and AI adoption. Proven track record leading cross-functional teams across engineering, BI, and data science to deliver governed, enterprise-scale Lakehouse ecosystems in Azure environments. Experienced in aligning data architecture, governance frameworks, and AI-driven automation initiatives with executive objectives. Adept at translating complex business requirements into scalable data strategies that optimize cost, performance, and organizational productivity while ensuring compliance, reliability, and measurable value realization.

Core Skills & Technologies

- **Enterprise Data & AI Strategy:** Data monetization, AI adoption roadmap, operating model design, data-driven transformation initiatives aligned to executive objectives.
- **Data Governance & Risk Management:** Enterprise governance frameworks (DAMA-aligned), data quality programs, compliance oversight, security architecture, ethical AI controls.
- **AI & Advanced Analytics Enablement:** AI integration strategy, NLP & intelligent automation use cases, semantic modeling governance, scalable analytics platforms.
- **Enterprise Data Architecture:** Lakehouse strategy, modern cloud data platforms (Azure/AWS), HA/DR strategy, RPO/RTO planning, scalable integration architecture.
- **Cloud & Platform Modernization:** Azure & multi-cloud strategy, Infrastructure-as-Code, DevOps governance, platform cost optimization & capacity planning.
- **Executive Stakeholder Leadership:** Board-level communication, cross-functional alignment, portfolio prioritization, KPI definition, value realization tracking.
- **Data Culture & Organizational Enablement:** Analytics democratization, data literacy programs, role-based access strategy (Entra ID / RBAC), licensing governance, cross-functional collaboration between Data Engineering, BI, and Data Science.

Certifications

- **Microsoft Certified:** Azure Database Administrator Associate | Azure Fundamentals | Azure Data Fundamentals | Administering a SQL Database Infrastructure | MTA: Database Fundamentals
- **Others:** SAFe 5.0 Agilist | Profisee Master Data Architect & Master Data System Administrator | IBM Big Data Technologies | Microsoft AI & Data Science

Professional Experience

StayTerra Vacations – Bradenton, FL

Enterprise Data & Analytics Leadership | Sept 2025 - Present

- Defined and operationalized StayTerra's Enterprise Data Strategy and Governance Roadmap, transitioning the organization from siloed MySQL systems to a governed, multi-entity Azure Lakehouse platform supporting analytics, BI, and data science workloads.
- Architected a centralized Azure Data Platform consolidating 4+ brands under a unified governance, security, and identity model (Entra ID, RBAC, Managed Identities, Service Principals).
- Designed and implemented a metadata-driven Medallion Architecture (Bronze–Silver–Gold) with built-in data quality, lineage, traceability, watermark logic, and run-level audit controls.
- Led user access, licensing, and role-based governance strategy across Microsoft Fabric and Power BI, aligning executives, analysts, engineers, and data scientists with least-privilege access and cost optimization.

- Partnered with Data Analysts and Data Scientists to enable governed semantic models, self-service BI, secure workspaces, and collaborative advanced analytics environments.
- Directed capacity planning and workload optimization (Fabric SKU scaling, concurrency management, workload isolation) to balance performance, stability, and cost.
- Oversaw DevOps data lifecycle management, including Git branching strategy, CI/CD alignment, and infrastructure-as-code governance to ensure scalable and reliable enterprise delivery.

Universal North America – Sarasota, FL

Database Architect / Consultant | Nov 2024 – Present

- Led enterprise-wide data governance initiative, integrating compliance, operational visibility, and security into a unified data strategy.
- Architected high-availability SQL Server clusters across multiple datacenters using Always On Availability Groups.
- Conducted strategic planning and feasibility assessment for a potential Azure migration, performing risk analysis, dependency mapping, and evaluation of cloud deployment models.
- Developed automated PowerShell and T-SQL scripts for health checks, index monitoring, and OS audits, with PoC integration of AI-based techniques for future pipeline optimization.
- Optimized configuration settings (MAXDOP, tempdb, file growth) and delivered index optimization plans, eliminating high-maintenance indexes.
- Created executive-level documentation for RPO/RTO targets, replication strategies, and operational governance frameworks.
- Achieved a 25% improvement in database performance through optimized configurations and targeted index maintenance.

Deloitte – FL / Remote

Lead Database Engineer, Data Ingestion Team | Oct 2022 – May 2025

- Architected and implemented a Medallion (Bronze/Silver/Gold) Lakehouse architecture in Azure Databricks & Delta Lake, unifying 15+ disparate data sources into a centralized platform, reducing reporting latency from 24 hours to under 2 hours, and implementing SCD Type 2 for historical tracking.
- Led ingestion and optimization initiatives across Azure Data Factory, PySpark, and SQL Server, embedding automated data quality controls, eliminating redundant data at scale, improving query performance by 40%, and producing governance-aligned documentation to meet enterprise cloud standards.

Neudesic – NY / Remote

Senior Consultant I – Data & AI | Mar 2022 – Oct 2022

- Delivered enterprise-grade Power BI solutions, designing tabular models, advanced DAX measures, and scenario-based KPIs, while optimizing Azure Synapse pipelines and dimensional models to enhance BI performance and scalability.
- Contributed to Data Governance initiatives, including evaluation of Microsoft Purview integration, and provided cross-functional leadership through mentoring junior developers and facilitating regional collaboration across distributed teams.

Education

- CDAIO (*Chief Data & AI Officer*) Program, Carnegie Mellon, PA (*expected completion date: July 2026*)
- M.S. Applied Data Science, Syracuse University, NY
- B.S. Computer Information Systems, University of Puerto Rico at Mayagüez

Languages

- English (Fluent) | Spanish (Fluent)

Additional Experiences (*details available upon request*): GEE0 | Dude Solutions | Deloitte Services LP | DXC Technology | Molina Healthcare | Eastern Consulting Group | Puerto Rico Highway & Transportation Authority