

Dave Holmes-Kinsella

Data & Analytics Leadership | AI-Native Teams | Source-of-Truth Platforms

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Data and analytics leader and hands-on builder with 25+ years turning messy data into decisions, products, and AI that holds up — across healthcare, fintech, and telecommunications. Builds the sources of truth, teams, and engineering practices that analytics organizations run on, and is now making those organizations AI-native: evaluation loops, AI-assisted development standards, and agentic systems in production. Leads as a player/coach — close enough to the work to ship the first version, and focused on building capability that outlasts any single project.

\$100B+ ledger activity reconciled to the penny between a banking platform and its partner banks	14 days → 1 min month-end invoice preparation, via authoritative sources, ownership, and upstream monitoring	267% data-platform adoption from turning internal analytics into customer-operated products	5.5× AI campaign call completion from a production agentic sequencing system
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EXPERIENCE

Infinitus Systems · Head of Data Dec 2024 – Present

Healthcare AI company automating benefits verification and payer interactions.

- Reduced month-end invoice preparation from 14 days to one minute by establishing authoritative data sources, explicit ownership, and upstream monitoring between product engineering and analytics — catching data issues before they spread.
- Introduced structured pull-request review, architecture compliance, evidence-based testing, and validation into AI-assisted development; led adoption of evaluation loops across the analytics function.
- Designed and shipped a production Markov-based agentic sequencing system that selects the next action from contact state, lifting AI campaign call completion 5.5× (0.89% → 4.95%) across 100,000+ interactions.
- Led the company's first disparate-impact study of AI outcomes across a Medicare and managed-plan population (CDC/ATSDR 2022 Social Vulnerability Index, ZIP code), exercising judgment under regulatory and ethical ambiguity with no internal playbook.
- Cut operational insight latency from two days to under two hours during a live customer pilot using deterministic retrieval, model-based problem identification, and root-cause analysis; shipped the first version in two days.

Synctera · Head of Data Science Mar 2021 – May 2024

Banking-as-a-service platform providing banking infrastructure to fintech companies.

- Architected the financial data-integrity platform that reconciled \$100B+ in ledger activity to the penny between Synctera's ledger and its banking partners.
- Increased data-platform adoption 267% by launching Synctera Insights and Secure File Delivery, converting internal analytics into customer-operated products.
- Built reconciliation evidence, exception reporting, and investigation systems that cut turnaround from weeks to three days, increasing Finance and Payment Operations productivity 6×.
- Established analytics engineering architecture, development, testing, and code-review standards across the engineering organization.

Afresh · Director, Data Jul 2019 – Mar 2021

AI inventory-management platform for grocery retailers; among the company's first dozen employees.

- Helped drive an 80% reduction in stock-outs and a 25% reduction in shrink through analytics products focused on adoption of AI ordering recommendations.
- Built analytical capability across the organization by training Business Operations in SQL and coaching engineers in advanced query design.

DHK Consulting · Principal

Jul 2016 – Mar 2022; May 2024 – Present

Embedded, short-cycle technical consulting across banking, fintech, datacenter infrastructure, legal technology, and healthcare revenue-cycle management.

- Facebook (via PRO Unlimited), Data, Metrics & Process, 2018–2019: turned an open-ended data-quality mandate into a five-phase technical roadmap; embedded with engineering teams to improve SQL, warehouse design, and analytical architecture.
- Palate App, Technical Advisor, 2018: designed a PostgreSQL forensic-auditing system for change capture and retrospective investigation, and a polymorphic-key architecture for a JSON-based NoSQL extension.

Slice Technologies · Director, Data Science & Innovation

Jul 2011 – Jul 2016

Machine-learning consumer purchase analytics company; acquired by Rakuten.

- Built the company's first retail analytics products; internal expert on performant analytical SQL and data-system architecture.
- Contributed to a \$23M financing; identified the VibrantData acquisition opportunity and led the data transition through Rakuten's acquisition of Slice.

Root 3 Solutions · Co-Founder

2011 – 2016

- Founded Tungsten, a cloud database and analytics platform for telecommunications network planning.

FiberTower · Director, Analytics

Sep 2003 – Mar 2011

Wireless backhaul provider.

- Invented a geospatial indexing approach for evaluating network opportunities, improving network-design efficiency 10×+ and cutting capital-investment decision cost 10×.
- Built what became the telecommunications industry's most comprehensive database of cell sites, towers, and fiber routes; owned decision-support systems for multimillion-dollar infrastructure investments and FCC filings.

Gupta / Centura Software · Sales Engineer

- Helped produce the largest sales in the Australasia market; authored Using Gupta SQLWindows, Special Edition (10,000+ copies sold).

SELECTED AI PROJECTS

- wingman — Career-intelligence platform with layered architecture, an MCP server, multi-provider inference, and source-preserving retrieval.
- work-ledger — Analyzes work done with AI and identifies repeated processes better implemented as deterministic software — AI-native operating-model design.
- tricorder — Engineering-intelligence system that audits repository practices and recommends team-level improvements.

SKILLS

LEADERSHIP	Building and upskilling analytics teams, AI operationalization, organizational change, engineering standards, executive communication, cross-functional leadership
DATA & ANALYTICS	SQL, Python, dbt, BigQuery, Snowflake, DuckDB, PostgreSQL, data architecture, semantic layers, data governance and quality, statistical analysis
AI	LLMs, agentic system design, AI evaluation and validation, deterministic retrieval, Model Context Protocol (MCP), AI-assisted development, disparate-impact analysis
PLATFORM & PRODUCT	Source-of-truth architecture, customer-facing analytics, data product design, API and integration design, monitoring, root-cause analysis

PATENTS

- US 8,626,652 B2 — Method for electronic transaction settlement (2014). Named inventor.
- US 7,941,368 B2 — System and method for electronic transaction settlement (2011). Named inventor.
- US 7,941,373 B1 — System for electronic transaction settlement (2011). Named inventor.

WRITING

dhkondata.substack.com — Applied AI, analytics, AI-assisted development, and how knowledge work is changing.

EDUCATION

B.Sc., Computational Mathematics & Analytical Geometry — University of Waikato