CHRIS SHEA

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Enterprise BI and Data Leader | Data Governance | Executive Decision Platforms

EXECUTIVE SUMMARY

Enterprise BI and data leader who builds the reporting, data platforms, and governance that turn scattered operational and financial data into one trusted picture leaders run the business on. Built Helmerich & Payne's BI function from a two-person proof of concept to a team of 16, then led analytics, data engineering, and HR technology through an acquisition that more than doubled the company. Engineer by training and Marine Corps veteran who builds reporting operators and executives actually use, hands-on in SQL, Power BI, and Azure.

SELECTED ACHIEVEMENTS

- Created the performance visibility behind a two-year increase in average daily technology rig margin from $3,000 to $13,000.
- Delivered $1M+ in combined annual savings: $850K from technology contract renegotiation and $150K from reporting automation.
- Cut average build time for new reports from three months to three weeks and launched self-service reporting refreshed three times daily.

CORE COMPETENCIES

Enterprise BI Strategy | Executive Dashboards and KPIs | Data Governance | Financial Reporting | Team Building
Data Warehousing | Self-Service Analytics | M&A Data Integration | Reporting Automation | AI-Assisted Analytics
Technical: Azure (Data Factory, Data Lake, SQL, DevOps) | Power BI | SQL | DAX | Copilot, Claude, ChatGPT

PROFESSIONAL EXPERIENCE

Independent Enterprise BI Consultant | Remote 2026 - Present
Engagement with an oilfield services company

- Lead the migration and consolidation of data sources from multiple acquisitions into a governed Power BI environment for an oilfield services company.
- Established ownership, validation, and metric standards for each migrated source, increasing the visibility and reliability of the data leaders use to run the business.
- Use GitHub Copilot, Claude, and ChatGPT daily to draft and review SQL, DAX, and Power Query and to work through automation designs.

HELMERICH & PAYNE (NYSE: HP) **2017 - 2026**
Publicly traded global drilling contractor with 250+ active rigs, ~18,000 employees, and operations in 28 countries.

Senior Manager, HR Analytics & Technology | Remote 2023 - 2026
Led the Workday HRIS group and a distributed analytics team owning Azure data engineering, advanced analytics, and enterprise workforce reporting. Owned a $2.8M annual technology budget.

- Led data integration for an acquisition that added ~11,000 employees across 24 countries and more than doubled the workforce, reconciling source systems, aligning metric definitions, and delivering consolidated reporting that gave leadership one view of the combined organization.
- Extended the Azure data warehouse and Power BI platform built in the prior role to cover workforce data, bringing Workday into the same governed environment as operational and financial reporting.
- Built the semi-annual workforce planning reviews Finance, HR leadership, and executives used to set headcount and budget increases across every salaried cost center (2,500+ employees), modeling partial-year salary cost from expected hire dates, merit increases, and job-leveling changes, and flagging both headcount gaps and promotion and raise overages.
- Built executive workforce analytics covering headcount, turnover, internal mobility, compensation movement, and organizational health for the CEO, CFO, and executive leadership team.
- Delivered $850K in annual savings by renegotiating enterprise technology contracts, and added $150K annually by replacing third-party reporting with internal Power BI and Workday solutions.

Manager, Business Intelligence & Performance Management | Dallas, TX (Remote) 2019 - 2023
Built and led the company's first Business Intelligence and Performance Management function, serving executive leadership, operations, finance, and external customers.

- Scaled the BI function from a two-person proof of concept to 16 professionals in roughly two years, sequencing the build from proof of concept to data architect to analysts so the platform could scale ahead of demand.
- Created the performance visibility behind a two-year increase in average daily technology rig margin from $3,000 to $13,000, through KPI frameworks, scorecards, and customer-facing reporting.

- Cut average build time for new reports from three months to three weeks and launched self-service reporting on data refreshed three times daily, replacing an ad hoc, single-person reporting process.
- Stood up the Azure data warehouse and Power BI self-service suite for operations intelligence, then extended it to financial and accounting reporting.
- Replaced escalation-driven report requests with a governed intake queue prioritized against annual company objectives.

Performance Engineer | Tulsa, OK and Dallas, TX 2017 - 2019

- Diagnosed drilling performance variability and root causes, translating rig data into KPIs and recommendations for field leaders, engineers, and customers.
- Identified gaps in operational and customer reporting and built a proof of concept on a single data source that won leadership buy-in for self-service BI and became the foundation of the BI organization.
- Built early reporting tools and KPI models directly against operational source data, validating logic with engineers and field operations.

Earlier at H&P: two college internships, in rig operations and in sustaining engineering (rig design).

EDUCATION, MILITARY SERVICE AND RECOGNITION

Education: B.S., Petroleum Engineering, University of Oklahoma **|** Fundamentals of Engineering (FE)

Military Service: U.S. Marine Corps, Sergeant (E-5) **|** Iraq and Afghanistan **|** Combat Action Ribbon **|** Former Secret Clearance **|** Two Certificates of Commendation

Recognition: American Red Cross Hero Award (2019)