Bartosz Nowak Lead BI Developer

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PROFILE SUMMARY

- **Lead BI Developer** with **11 years** in **healthcare** reporting at Humana and Walgreens, leading the **Power BI** platform behind **Medicare Advantage Star Ratings**, HEDIS and medical cost reporting for Humana's insurance business.
- Sets the team's stack across BI (**Power BI** on **Fabric** capacity), warehouse (**SQL Server**, **Azure Databricks**), loads (**SSIS**, Azure Data Factory), modeling (**Tabular Editor**, DAX Studio) and releases (**Azure DevOps**).
- Expert in **star schema** semantic models for claims and pharmacy data, **DAX calculation groups**, **incremental refresh** over billions of claim lines and **HIPAA** controls that limit member PHI to approved roles.
- Works with **Stars**, actuarial, finance and **compliance** leaders on what each report must prove, reviews designs with the Databricks engineering teams, and presents the **BI roadmap** to the analytics VP quarterly.
- Leads **8 BI developers** in Louisville and Tampa and hired **5** of them, wrote the **semantic model standards** every Power BI team follows, and coached 2 developers into senior roles.

TECHNICAL SKILLS

BI & Reporting Tools:	Power BI (Desktop, Service, Fabric), Power BI paginated reports, SSRS, Tableau, Excel
SQL & Scripting:	T-SQL, Spark SQL, Python (PySpark), Power Query M, PowerShell
Data Warehouses:	SQL Server, Azure Databricks, Azure Synapse Analytics, Microsoft Fabric (lakehouse, warehouse)
Modeling & Semantic Layer:	DAX, calculation groups, star schema, Kimball methodology, SSAS tabular, composite models, aggregation tables
ETL & Orchestration:	SSIS, Azure Data Factory, Databricks Workflows, Fabric Data Factory pipelines
Governance & Security:	Row-level and object-level security, sensitivity labels, Microsoft Purview, HIPAA and SOX controls
BI Dev Tools & Workflow:	Tabular Editor 3, DAX Studio, Git, Azure DevOps, Power BI deployment pipelines, ALM Toolkit

EDUCATION

Indiana University, Kelley School of Business — **B.S. in Business (Information Systems)** — Bloomington, IN · Aug 2011 to May 2015

Microsoft — **Fabric Analytics Engineer Associate (DP-600)** — Louisville, KY · Jun 2025

WORK EXPERIENCE

Humana — **Business Intelligence Lead** — Louisville, KY · May 2021 to Present

- Led the build of the **Power BI Star Ratings** tracker showing each HEDIS, CAHPS and Part D measure by contract against **CMS cut points**, used weekly by **1,240** Stars and clinical staff.
- Merged team-built datasets into one certified **star schema** semantic model for claims and membership, with **calculation groups** for reporting periods, so **63** reports now show the same **medical loss ratio**.
- Moved the claims model to **incremental refresh** with yearly partitions and an **aggregation table** over Azure Databricks, cutting its nightly refresh from 3 hours 50 minutes to **34 minutes**.
- Rebuilt **row-level security** by contract and market on Entra ID groups and put **sensitivity labels** on every PHI dataset, cutting exceptions in the annual **HIPAA** access review from 37 to **2**.
- Started a **certified dataset** program with workspace rules and a Power BI course for actuarial and Stars analysts, who now build **58%** of new reports themselves on approved data.

Walgreens Boots Alliance — **Business Intelligence Developer** — Deerfield, IL · Jul 2015 to Apr 2021

- Built an **SSAS tabular** model of daily prescription fills, loaded by **SSIS** packages from the **Intercom Plus** pharmacy system, giving district managers next-morning Rx counts for about **9,000** stores.
- Rewrote the **T-SQL** stored procedures behind the pharmacy **flash report** with set-based logic and **columnstore indexes**, cutting its run from 47 minutes to **6 minutes** each morning.
- Built the **COVID-19 vaccine** dose dashboard in **Tableau** in early 2021, comparing doses given with booked appointments by store and state, refreshed every **2 hours** for pharmacy operations leaders.