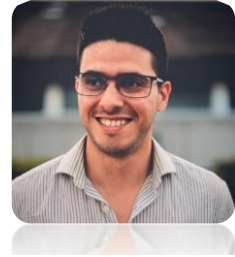## Raphaël Hermez

Zürich, Switzerland – B Permit (Work & Residence)
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Data & Analytics Leader

Profile

Results-driven data & analytics leader with 10+ years in healthcare, diagnostics, and life sciences, driving digital transformation through AI/ML, cloud platforms, and actionable insights. Proven expertise designing enterprise-wide data strategies, leading cross-functional teams, and unlocking value from data across LIS, CRM, ERP, and partner systems. Adept at implementing governance frameworks aligned with GDPR, HIPAA, and ISO 27001. Passionate about delivering business impact, improving operational efficiency, and fostering data-driven cultures.

Professional Skills

Strategy & Leadership
- Data & Analytics Strategy aligned to business transformation
- Stakeholder engagement across IT, business, and operations
- Cross-functional team leadership and mentoring
- Vendor & outsourcing management (e.g. Cancom)

Data Architecture & Governance
- Enterprise data platforms: Snowflake, Redshift, data lakes
- ETL, metadata management, and interoperability between LIS, CRM, ERP
- Regulatory compliance: GDPR, HIPAA, ISO 27001
- Data quality, stewardship, and access control frameworks

Analytics & AI/ML
- Predictive modeling, anomaly detection, next-best-action engines
- AI/ML pipelines: GPT/RAG, model training, MLOps
- Advanced analytics for customer, operational, and leadership insights
- Real-time dashboards and KPIs for commercial & clinical use

Cloud & Infrastructure
- Cloud environments: AWS, Azure (including hybrid deployments)
- DevOps: Docker, Kubernetes, Git-based CI/CD
- System performance & workflow optimization

BI & Automation
- Power BI (Power Query, DAX), Qlik Sense, Tableau, Shiny
- Python, R, SQL, SAS, REST/GraphQL, Bash/PowerShell

Professional Experience

Manager – AI, BDA & Clinical Systems | BIOTRONIK AG, Zürich | *Aug 2024 – Present*

- Own AI & analytics strategy within Business Excellence & Execution; mentor five-member team of data scientists to deliver scalable insights.
- Translate business questions into predictive models, dashboards, and next-best-action tools.
- Partnered with IT and Quality teams to enforce data access and governance standards across systems.

Senior Clinical Systems Manager | BIOTRONIK AG, Zürich | *Feb 2023 – Aug 2024*

- Led analytics reporting suite covering 30 + countries;
- Built Python/R automation scripts to streamline data transformation, validation, and delivery, reduced manual workload by 40%.

Senior Clinical Data Manager | BIOTRONIK AG, Zürich | *Feb 2022 – Feb 2023*

- Designed and validated EDC databases for Phase I–III studies; sustained < 1 % open queries at lock.
- Implemented real-time anomaly dashboards that cut data-lock preparation by two weeks and informed early safety signal detection.

Lead Bioinformatician | Greater Paris University Hospitals (AP-HP) | *2018 – 2022*

- Built high-throughput analysis pipelines (Python/R), speeding variant calling 5×.
- Managed 6 bioinformaticians; delivered 20+ peer-reviewed study datasets.

Data Manager | Greater Paris University Hospitals (AP-HP) | *2015 – 2018*

- Oversaw data harmonization for multicenter trials and real-world cohorts.
- Managed EDC systems and integrated outputs with hospital ERP systems to support clinical insights and operational reporting.
- Led continuous improvement initiatives for process optimization and system interoperability.

Education

Master's degree « Management of Innovation »
Université Paris-Sorbonne, Paris, France
2015

Languages

- French (native), English (fluent), German (A2)