

RICHARD HEBERT

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PROFESSIONAL SUMMARY

Information Technology Specialist with nearly 10 years of progressive experience across two California state agencies, specializing in large-scale data migration, ETL pipeline engineering, and business intelligence development. At the DMV, I've led end-to-end execution of a mission-critical legacy mainframe-to-Salesforce (DXP) migration involving hundreds of millions of vehicle records, hands-on across Talend, PostgreSQL, and Salesforce sandbox environments through Mock runs and ultimately production. Azure Certified with deep expertise in data validation, stakeholder coordination, and translating complex business requirements into reliable technical solutions.

WORK EXPERIENCE

Information Technology Specialist II

July 2023 - Present

California Department of Motor Vehicles | Sacramento, CA

Legacy Data Migration (Mainframe to Salesforce DXP)

- Led hands-on ETL pipeline development and execution across iterative Mock runs and ultimately production for a legacy mainframe-to-Salesforce (DXP) migration involving hundreds of millions of vehicle records, progressing from initial baseline validation through production deployment.
- Maintained Talend ETL jobs orchestrating data movement through the full PostgreSQL schema pipeline, staging to staging manager (soft purge) to transformation to Salesforce Input, ensuring data integrity and schema compliance at each phase.
- Coordinated the VIntelligence integration for vehicle asset standardization: defined business rules for VIN normalization and active/historical license plate logic, validated output quality, and ensured clean data handoff to the Salesforce Asset object.
- Resolved critical pipeline performance bottlenecks by optimizing Talend batch sizes and tuning PostgreSQL index strategies (drop-before-load, rebuild-after), reducing multi-day job runtimes to manageable processing windows.
- Managed Salesforce_Reject workflows, triaging failed Salesforce API loads caused by missing parent keys and Cartesian join duplicates, identifying root causes, correcting source data, and coordinating retries to maintain load integrity.
- Authored and maintained reconciliation reports confirming record counts matched between legacy mainframe and target Salesforce environments across millions of records, supporting formal Mock sign-off at each phase.

Data Validation & Quality Assurance

- Served as validation lead for a formal Changeman reassembly/relink migration of two DB2 virtual tables in sandbox and production environments, captured baselines, executed post-migration comparisons across all Quality Story items, confirmed full pass, and provided formal sign-off establishing Changeman as the production process for future DVM object updates.
- Conducted second-pair-of-eyes schema review of PostgreSQL view definitions in various data schemas, verifying alignment with documented data sources and identifying additional source patterns for project records.
- Developed and maintained technical documentation including data dictionaries, pipeline runbooks, and migration validation reports to support SDLC compliance and stakeholder review.

Information Technology Specialist I

June 2015 – July 2023

California Department of Corrections and Rehabilitation | Rancho Cordova, CA

- Directed complex technology projects end-to-end, managing scope, scheduling, resources, financials, and risk across multi-stakeholder environments.
- Redesigned the Power BI contraband data analytics dashboard, optimizing interface layout and data presentation, boosting user engagement and reported satisfaction by 25% among operational stakeholders.
- Served as technical advisor and subject matter expert for data analytics initiatives, proactively communicating methodology changes and system updates to ensure stakeholder alignment.

- Partnered with contractors and vendors to align system enhancements with project requirements, managing relationships through requirements definition, implementation, and delivery.
- Developed project plans, proposals, and status reports presented regularly to management and executive stakeholders.

EDUCATION

Bachelor of Science, Management Information Systems (MIS)

California State University, Sacramento | Graduated Cum Laude, GPA 3.5

CERTIFICATIONS

- Microsoft Azure Cloud Fundamentals
- Microsoft Azure Data Fundamentals

TECHNICAL SKILLS

ETL & Data Integration: Talend (TMC / Talend Studio), SQL-based ETL, Change Data Capture

Databases: PostgreSQL (PGAdmin), SQL Server, Snowflake, DB2, Salesforce SOQL

Cloud & Platforms: Microsoft Azure (Certified), Salesforce

Programming & Query: SQL, Python, JavaScript, HTML, CSS, XML, DAX, SPL

BI & Reporting: Tableau, Power BI, Google Analytics

Project & Dev Tools: GitHub, MS Project, MS Visio, MS PowerApps, Visual Studio .NET, SharePoint, Teams

Other: Esri ArcGIS, Adobe Acrobat, Unmanned Aerial Systems (UAS) hardware/software