

Rafael Annibale

DATA & ANALYTICS ENGINEER

📍 Location	São Paulo, Brazil
📅 Availability	1 week
💰 Rate	To be confirmed
🌐 LinkedIn profile:	Rafael Annibale LinkedIn
🎥 Full interview:	Interview Replay URL



EXECUTIVE SUMMARY

Colibrí assessment indicates a highly capable Analytics Engineer with advanced expertise across the Microsoft data ecosystem, demonstrating the ability to design and deliver scalable, end-to-end data and reporting solutions. Assessed DAS score 3.9 / 5.

TOP VALUE OBSERVATIONS

1. Highly technical across data platforms: Power BI/DAX, Azure Data Factory, Python, SQL
2. Combines a methodical approach and best practice to deliver business solutions
3. Strong and demonstrable automation across the data lifecycle

SKILLS ALIGNMENT

Power BI & Visualisation	★★★★★	ETL & Data Migration	★★★★★
Data Analysis	★★★★	Python for Data Analysis	★★★★
Data Modelling	★★★★★	Advanced Excel	★★★★

KEY DELIVERY ACHIEVEMENTS

- ✅ Engineered a Dynamic RLS architecture in DAX centralizing permissions management
- ✅ Optimised ADF & PySpark pipelines, cutting refresh times by ~35%
- ✅ Delivered Power BI models for 300–500 users, enabling self-service analytics

INTERVIEW SCREENING HIGHLIGHTS

1. Demonstrated a high degree of problem solving using a variety of tools and methods
2. Highly articulate when communicating business problems and technology solutions
3. May become a flight risk if not sufficiently challenged and compensated according to his talent potential and growth objectives

COMPETENCY ASSESSMENT

Capability	Rating	Colibrí Validation
Technical Capability	★★★★★	Demonstrable experience delivering end-to-end data solutions across Power BI, DAX, Azure Data Factory, Python, SQL Server, and Snowflake.
Delivery Maturity	★★★★	Demonstrable ownership of business problems and delivery of benefits — RLS architecture, pipeline optimisation, and enterprise-scale semantic model delivery.
Communication Alignment	★★★★	Confident and articulate in communicating technical concepts. C2 English confirmed in live interview. Business-first instinct demonstrated — unprompted framing of dashboard confusion as "what decision do you need to make with this data?"
Governance Compatibility	★★★★	Governance awareness embedded in technical practice — Dynamic RLS, access control architecture, deployment pipelines, and organisation-wide modelling standards enforced at Solventum. Less evidence of formal change management frameworks appropriate to a consultancy environment.
Integration Readiness	★★★	Career background is internal analytics engineering within large enterprises. Multi-client consultancy environment is a step change. AB InBev Ireland (six months) and cross-team stakeholder engagement demonstrate integration capability.

Engagement Commitment	☆☆☆	Near-annual job changes explained by Brazilian inflation and market conditions — honest and structurally credible. Solventum tenure (2+ years) is an improving signal. USD/GBP currency stability and English-language development are genuine and durable retention drivers if the role delivers on both.
Professional Accountability	☆☆☆☆	Strong ownership within technical domain — RLS security risk identified and fully resolved under sole responsibility for 300+ users. Direct accountability-under-failure probing not conducted in this interview; recommend testing at client interview stage.
Cultural Integration	☆☆☆☆	Six months in Ireland with AB InBev — sustained cross-cultural immersion. Works in a global environment at Solventum/3M. English-language development explicitly cited as a primary motivation for this role.

QUALIFICATIONS & PROFESSIONAL DEVELOPMENT

- ✓ MBA in Data Science, AI & Analytics (In Progress) — USP/Esalq
- ✓ CS50 Computer Science Fundamentals — Harvard University
- ✓ Introduction to Financial Management and Management Accounting — FGV

WATCH AREAS

- ⚠ Overqualified for a Data Analyst with skillset leaning more towards Analytics Engineer
- ⚠ Limited tenure across some recent roles — engagement commitment watch area briefed to client; Solventum tenure (2+ years) is an improving signal

COLIBRÍ CANDIDATE SUCCESS PLAN

- ✓ Structured 30-Day Client Integration Framework (to accelerate time-to-value)
- ✓ Reoccurring 90-Day scorecard performance review

- ☒ Colibrí weekly drop-in advisory sessions
- ☒ Colibrí Learn – learning and development pathway
- ☒ Enrolment to Colibrí Red – professional community for elite professionals