

# Paul Kauders, CFA

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## PROFESSIONAL SUMMARY

**Investment data and analytics leader** at the intersection of quantitative finance and modern data engineering. Currently **Director of Quantitative Research & Analytics at Northwestern Mutual**, leading the in-house Snowflake analytics platform for the **\$130B+ Public Investments department** - including decision-support, federated analytics, data governance, and advanced dashboards. **18+ years** across Northwestern Mutual, SWIB, and T. Rowe Price modernizing investment processes, leveraging data, attracting top talent, and translating complex requirements into applications that drive investment decision-making. **CFA charterholder** · MS Computational Finance & Risk Management.

## SELECTED ACHIEVEMENTS

- Designed and lead Northwestern Mutual's in-house Snowflake/dbt/Streamlit analytics platform serving the \$130B+ Public Investments department.
- Introduced dbt to Northwestern Mutual and led firm-wide adoption of the modern data stack across Public Investments.
- Modernized SWIB's firm-wide investment risk model on the \$100B+ public fund - replaced legacy batch reporting with high-frequency Investment Committee analytics on SQL ML, Python, and Tableau.
- Generated an additional \$50M to the SWIB fund through reporting automation built on the firm's rebalance playbook research paper.
- Founding member of SWIB's AI team - built internal applied ML expertise for investment workflows years before it was mainstream.

## WORK EXPERIENCE

### Northwestern Mutual

Milwaukee, WI · 2021 - Present

#### *Director - Quantitative Research & Analytics, Public Investments*

Oct 2024 - Present

- Lead the investment analytics function for the Public Investments department - define the data strategy, set the platform roadmap, and deliver the in-house Snowflake/dbt/Streamlit framework powering research, trading, and portfolio management for 70+ users.
- Recruited, hired, and lead a high-performing team that ships advanced analytics, interactive dashboards, and ML decision-support models for research, trading, and portfolio management.
- Established federated analytics architecture, data governance, lineage, and Investment Committee reporting; partner with portfolio managers, traders, and research teams to translate workflow needs into platform capabilities and prioritization.

#### *Associate - Quantitative Research & Analytics*

Jul 2021 - Oct 2024

- Built end-to-end investment data platform infrastructure - relative value dashboards, exposure reporting, and rebalancing analytics using Snowflake, Python, SQL, dbt, Power BI, and Tableau.
- Developed machine learning models supporting investment decisions across the department, improving efficiency and decision-making in a regulated workflow.

### State of Wisconsin Investment Board (SWIB)

Madison, WI · 2012 - 2021

#### *Risk & Analytics IT Development Manager, Data Science Team*

Oct 2019 - Jul 2021

- Led a multi-year modernization of SWIB's firm-wide investment risk model on the \$100B+ public fund - replaced legacy batch reporting with a high-frequency analytics platform on SQL Machine Learning, Python, and Tableau. Output used directly for Investment Committee reporting.
- Product owner, designer, and SME for the firm-wide Snowflake security-level risk & exposure analytical data store - defined the federated data model, governance, lineage, and quality controls supporting multi-billion-dollar portfolios.
- Drove data literacy across the investment organization - educated colleagues and developed training materials for investment services staff on analytical tools and federated data patterns.

### **Senior Quantitative Analyst - Asset & Risk Allocation Division**

Oct 2013 - Oct 2019

- Pioneered multiple original quantitative investment strategies from research through live trading using custom algorithms, large data sets, self-built databases, and custom R code. Wrote the firm's rebalance playbook research paper, increasing fund Sharpe ratio.
- Automated manual reporting through cross-functional collaboration and custom software development - generated an additional \$50M to the fund through better data, reports, and improved processes.
- Founding member of the SWIB AI team - studied and experimented with early AI tools and software libraries, building internal expertise in applied machine learning for investment workflows.

### **Business Analyst**

Jan 2012 - Oct 2013

- Led platform implementations across asset classes: eFront for \$7B in real estate (requirements, vendor selection, integration, cutover) and replaced a home-grown system managing \$500M in private debt.

### **T. Rowe Price Group, Inc.**

Baltimore, MD · 2007 - 2010

#### **Associate Analyst - Equity Research, Technology Sector Team**

Jul 2007 - Apr 2010

- Built and maintained proprietary financial models on public software companies; resulting tools became part of the firm's fundamental equity investment process.
- Worked directly with the head of the technology team to design and lead implementation of a firm-wide system that distributed critical stock and portfolio information to investment professionals.

## **EDUCATION**

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### **M.S. Computational Finance & Risk Management - University of Washington**

2013 - 2015

*Rigorous quantitative foundations: optimization, trading systems, data modeling, options & derivatives, and high-performance computing.*

### **B.B.A. Finance, Investment & Banking, with Distinction - University of Wisconsin-Madison**

2003 - 2007

*Applied Security Analysis Program (ASAP) - co-managed a \$40M equity portfolio with MBA students. Investment Banking Club board member.*

## **LEADERSHIP & AFFILIATIONS**

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- **Member**, Northwestern Mutual firm-wide AI committees - shaping how the firm applies machine learning across the investment organization.
- **Founding Member**, State of Wisconsin Investment Board AI Team - built internal expertise in applied machine learning for investment workflows.
- **CFA Charterholder**, CFA Institute.