

PAAL DYBSJORD

Asset Management | Data Quality and Control | Improvement and Automation

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PROFILE

Businessfocused operations professional with 10+ years of experience in regulated financial environments and complex operations within UBS Asset Management. Has led and delivered datadriven analyses, documentation intensive control processes, and evidencebased decision support across large transformation programs with demanding requirements for traceability, quality, and precision. Combines strong expertise in data quality with hands-on execution in process improvement, automation, and operational governance. Native Norwegian speaker, fluent in English, and experienced in cross-functional collaboration in international teams.

CORE COMPETENCIES

✓ Data-driven analysis of structured datasets for risk assessment, anomaly detection, and decision support	✓ Change management and organizational alignment
✓ Data quality management, control frameworks, and documentation	✓ Capability building and knowledge transfer
✓ Operational management of complex securities services	✓ International and cross-cultural collaboration
✓ Cross-functional collaboration with technology, asset management, banking, and control functions	✓ Project management and execution oriented delivery
	✓ Data analytics and management information as a foundation for prioritization and decisionmaking (Power BI, SQL, Excel)

KEY PROJECTS AND QUANTIFIED IMPACT

Project	Team/Omfang	Tools	Time saved	Additional Business Value
Global Automation suite	Multiple serviceteam (US, Europe, Asia)	Alteryx, VBA	3 000+ hrs/yr	Risk reduction, higher accuracy
Corporate Actions-database	Oppgjør, portefølje, fondsforvaltning	Alteryx, VBA, Power BI	500+ hrs/yr	Automated 500+ monthly transactions,real time analysis
Portfolio Reconciliation	Oppgjør og EOD-team	VBA	43 min/day (215 hrs/yr)	scalability and strengthened quality control processes
SMA EUA	SMA serviceteam	VBA, Excel	200+ hrs/yr	Maintained 5–8 EUAs, reducing operational workload
UBS/CS integration	Asset Servicing, 210 000+ positions	MS Access, Alteryx, VBA	Overview and risk focus	Asset transfers between banks.

WORK EXPERIENCE

UBS AG, Zurich, Switzerland - Asset Management Automation Solutions Developer

Sept 2021- Present

Responsible for designing and delivering strategic automation and digitalization initiatives across Asset Management Operations. Serves as a technical and operational lead across 13+ service teams, including settlement, portfolio control, fund operations, and offshore operations (Poland, US, UK).

Key responsibilities and achievements:

- Leads transformation initiatives that convert manual operational processes into automated, exception-based workflows with end-to-end ownership from concept through production deployment.
- Contributes as a technical subject matter expert in the UBS/Credit Suisse Asset Servicing integration
- Coordinates cross-functional implementations, including complex coordination across cultures and geographies.
- Builds team capability and long-term maintainability through training programs, documentation, and structured knowledge transfer.

UBS AG, Zurich, Switzerland - Asset Management Operations
Trade Processing Specialist

Apr 2020 - Sept 2020

- Optimized matching and settlement processes, reducing operational risk and manual effort.
- Designed and implemented an issue management system that streamlined coordination, prioritization, and communication.

Key achievement: Automated reporting to senior management and provided realtime visibility across the operations team, the solution was adopted by leadership.

UBS AG, Zurich, Switzerland - Asset Management Operations
ANALYST - Tax, Custody and Transaction Charge

Jan 2018 - Apr 2020

- Worked with fund-related operations across tax, custody, and transaction costs in a time-critical, control-intensive environment.
- Supported system migration through process analysis, quality assurance, data controls, and team training.
- Acted as a liaison between onshore and offshore teams in improvement and follow-up activities.

Experis AG (UBS AM IT Project Office), Zurich, Switzerland
PMO SUPPORT ANALYST

Jun 2017 - Dec 2017

- Supported reporting, risk follow-up, and coordination across global UBS IT programs.
- Contributed to A3 Global Desktop Migration and 2FA rollout projects.

FDM Group (Consultant to UBS), London / Zurich
BUSINESS ANALYST CONSULTANT

Jun 2015 - May 2017

- Completed a consulting academy focused on business analysis, stakeholder management, and IT transformation.
- Contributed to multiple transformation initiatives in UBS asset management operations.

EDUCATION

Aston Business School, Birmingham, United Kingdom

Master in International Business (MSc) | Grade: 2:1 | 2013-2014

- Thesis: "Apple vs. Samsung in the Smartphone Market" - Distinction

BI Norwegian Business School, Oslo, Norway

Bachelor in Business Administration (BSc) | Grade: B | 2009-2013

- Exchange semester: Universidade Catolica Portuguesa, Lisbon

CERTIFICATIONS AND TECHNICAL COMPETENCE

- **Advanced tools:** Excel/VBA macro development, Alteryx, Power BI, Python
- **Methodologies:** LEAN process improvement, Agile/Scrum, Design Thinking, STAR problem solving
- **Certification:** BCS Foundation Certificate in Business Analysis | FDM Consulting Academy
- **Languages:** Norwegian (native) | English (fluent) | German (intermediate)

References and additional information available upon request.