

# Reginald Braithwaite

## Web & Email

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## Overview & Value Proposition

More than twenty years of experience shipping successful software, developing business, instituting best practices, and managing relationships with stake holders. Sought after trainer and mentor for development managers and team leaders.

Extremely strong communicator. Respected writer on advanced software development subjects and organizational strategies. Realizes organizational potential. Completes projects to deadline. Institutes best practices.

## Highlights

- Completed twelve IT projects in enterprise-scale J2EE with seven-figure user bases as well as core competency applications powering the enterprise, web applications for mobile devices, integrated B2C with Google Maps, AJAX applications;
- Lead teams with as many as twenty-two contributors, as many as eight in the past year;
- Collaborated with management to introduce SCRUM/Agile methodology at ING DIRECT (USA), including training and process implementation, introduced agile practices at KL Group (now part of Quest Software): resulted in on-time software delivery.
- Noted and frequently quoted blogger on agile development practices, advanced programming topics, and software process improvement;
- Dynamic language skills include building web applications using Ruby on Rails; authoring the popular *andand* and *rewrite* gems for Ruby; implemented Scheme in Java; and a Smalltalk-like web template language;
- Winner of both the Jolt Product Excellence and Software Development Productivity awards for work on server-side development tools;
- Java technical skills include modifying the JVM in C++, manipulating byte codes with class loaders, code generation with XSLT, and metaprogramming with dynamic proxies;
- Leadership role in closing two major new client relationships.

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## Essays

"The Not So Big Software Design:"  
<http://tinyurl.com/notsobig>

"Which theory fits the evidence?"  
<http://tinyurl.com/whichtheory>

"Bricks:" <http://tinyurl.com/swbricks>

"What I've Learned From Failure:"  
<http://tinyurl.com/fromfailure>

"The Naïve Approach to Hiring People:"  
<http://tinyurl.com/naivehiring>

"Still failing, still learning:"  
<http://tinyurl.com/stillfailing>

"What I've Learned From Sales:"  
<http://tinyurl.com/learnedfromsales>

"My Favourite Interview Question:"  
<http://tinyurl.com/interviewquestion>

Skill Summary	Years	Last
Architect/Technical Lead	10+	2008
Development/Project Manager	8	2007
Scrum, XP, Agile	8	2008
Javascript, AJAX, DHTML, DOM	8	2008
Database Design and Modelling	10+	2008
OOP, OOA	10+	2008
SQL	8	2008
Ruby/Rails	5	2008
Java, J2EE	9	2007
JSP	8	2007
Lisp/Scheme	7	2007
C/C++	7	2005
PL/SQL	4	2007
Smalltalk	4	2006
XML	6	2007
HTML, SGML, and CGI	10+	2008
Struts	2	2003
Spring/Hibernate	2	2007
JDBC	5	2007
IBM WebSphere	4	2007
IBM WebSphere MQ	2	2007
SOA	4	2007
Apache Tomcat	6	2007
Eclipse and VisualAge	5	2007
IntelliJ	1	2007

*Reg brings to bear the ability to identify the necessary results and drive to completion. He listens well and demonstrates the rare ability to understand the business objectives and ensure that the technical products he delivers provide tangible benefits throughout the organization. Reg also has polished communication and presentation skills and was often called upon to participate in client meetings.*

—Prem K. Malik

*Reg hired me as a senior developer to work on a new product. Reg led the team and did all the high-level design. Since the team was small and the timeframe short, Reg was also coding a good portion of the product.*

*Over that time I obviously had a great deal of contact with Reg's design and his code, and both were excellent. The project was completed on time and was successful. Thanks to clean design and code, it has gone through several releases with major new features added without significant changes to the original structure (of the design or the code).*

*I'd love to work for or with Reg again; given our industry I'm sure our paths will cross again, and I'm looking forward to it.*

—John MacMillan

## Recent Experience

### Architect & Senior Developer, Mdlogix (USA): 2008

Led a rewrite of the authorization architecture for the company's flagship product, CRMS. Introduced and championed best practices for architecture, development, and process.

### Contractor, Mobile Commons, CRM Integration (USA): 2007 – 2008

Integrated the company's flagship product, mCommons, with products from strategic partners. Created the architecture, infrastructure, and integration plug-ins for two partners.

### Team Lead, ING DIRECT (USA) Self-Service

#### Toronto, ON & Wilmington, DE: 2005 – 2007

Introduced best practices at the individual (coding), group (design and architecture), and organizational (development practices) levels, over six different major releases of the company's mission-critical web self-service application.

Ignited dramatic improvement in development output and growing the self-service team from five to fourteen contributors. Introduced the new B2C enterprise-scale ATM locator map-driven applications, including EAI integration and an AJAX-driven interface. Led business analysis, design, and team development of Orange Mobile, enterprise-scale self-service for hand-held and mobile telephony devices.

*Windows XP, WebSphere, WebSphere MQ, XML, XSLT, PL/SQL, JavaScript, AJAX, Google Maps, Prototype, Scriptaculous, Java, J2EE, Java5, Tomcat 5, Eclipse 2.x–3.x, SQL, JDBC, Oracle, Subversion.*

### Director of Software Development, Opalis Software: 2004 – 2005

Co-facilitated consistent software delivery through adoption of agile and iterative development practices, over three product releases.

Directly managed the performance of twelve individual reports and team leads in Toronto, New York, and Halifax. Hands-on product design and development.

*Microsoft Operations Manager 2005, Microsoft Systems Management Server, IBM Autonomic Computing, Visual C++, Visual SourceSafe, Mantis, FogBugz, Windows 2000, Windows XP, Solaris, Linux, Installshield, Rational Purify, CppUnit, SQL, XML, Java, JDK 1.4, Extreme Programming (XP).*

### Senior Developer, Information Balance: 2002 – 2003

Led the technical design of, and instituted iterative development for a web application automating apprenticeship service for the Ministry of Trades, Colleges, and Universities.

*Java, J2EE 2, JDK 1.3 and JDK 1.4, Struts, Ant, JUnit, HtmlUnit, WebSphere Application Developer (WSAD), WebSphere Application Server (WAS), SQL, PL/SQL, Oracle, JDBC, XML, XSLT, Visual Basic for Applications, Excel, JavaScript, Java Server Pages (JSP), Windows XP, Windows 2000, AS/400.*

*It's been my great pleasure and honor to work with you these past few months, and I only regret we weren't able to spend more time working together directly... It's been educational, illuminating, and fun having you around, and the team is poorer for your departure.*

—**Avdi Grimm**

*Reg and I worked together for a year and a half. During that time, he spearheaded the effort to produce JProbe Threadalyzer, and then shepherded the entire JProbe suite through two subsequent upgrade releases. By that time, Threadalyzer had all but eliminated its competition in the Java thread analysis space, and JProbe had become KL's major source of revenue.*

*When we built Threadalyzer, Reg developed the technical design, partitioned it into manageable pieces for a group of developers, and also wrote a significant chunk of the code himself. Along the way, he insisted on regular code reviews, asking appropriate and probing questions about design decisions. I read his code, too (he wouldn't have it any other way), but I had a hard time finding flaws. The result was probably the most solid codebase that I've ever worked on. During the year of "maintenance mode" work that I witnessed, we were frantically patching most of the rest of the system, but Reg's Threadalyzer core was hardly touched, the motto being not to fix what wasn't broken.*

—**Christian Jackl**

### **Management Consultant to Novator Systems: 2002**

Created a product development road map for the company's automated self-service research efforts. Collaborated with the CEO, Director of Operations, and Director of R & D.

Defined roles, processes, and gating criteria for shipping a successful product over the company's 22 engineers and five team leads. Mentored team leads and conducted development training.

*Perl, XML, XSLT, SQL, Sybase, Oracle.*

### **Vice-President of Development, Conversagent: 2000 – 2001**

Instituted product management, created a development plan, managed team growth, and led the development team. Personally created the server architecture and collaborated with the President on sales calls and business development.

*Visual C++, Visual Basic, Visual SourceSafe, Java, J2EE, SOAP, XML, JSP.*

### **Development Manager, KL Group (now part of Quest Software): 1998 – 2000**

Led development of JProbe Threadalyzer, 1.0. Managed four teams developing JProbe Suite (JProbe Threadalyzer, JProbe Memory Debugger, JProbe Profiler, and JProbe Coverage), shipping two major market-leading releases on schedule. Introduced HP/UX support and J2EE support.

Introduced iterative development to the company. Managed 18 reports and three team leads. Conducted press engagements. Spoke at conferences on the subject of empirical software development processes and conducted training.

*Visual C++, GCC (Gnu C++), Java JDK 1.0–1.2, JVM Source Code, JVMPI, JVMDI, J2EE, Visual SourceSafe, Rational Purify, Gnats, VisualAge for Java (now Eclipse), WebSphere Application Server (WAS), BEA WebLogic, BEA Tuxedo, Windows, Linux, HP/UX.*

### **Managing Partner, Codestorm: 1994 – 1998**

Led technical development of, and shipped version 1.0 of nCrypt for Apple Newton, Firestorm Dynamic Web Server, Dharma automated publisher, Gallery web photo publisher, CMS Customer Relationship Manager (CRM).

*C++, Java, J2EE, Servlets, NewtonScript, 4th Dimension, Lightspeed C, SQL, Scheme/Lisp, Windows, MacOS.*

### **Micro-ISV and Consultant: 1985 – 1994**

Developed and shipped various database publishing applications for the print media industry, including the classified advertising and directory industries.

*4th Dimension, Lightspeed C, MacOS, Turbo Pascal, MP/M, CP/M.*