

# Sean Killeen

## About Me

I enable teams and organizations to produce value-oriented, quality software that delivers the outcomes their stakeholders and customers depend on. I help shift mindsets to embrace organizational agility, automation, and DevOps thinking. Along the way, I produce teams of exceptional capability and exceptional careers for individuals. I am a continual practitioner, a coach, a national speaker, a certified trainer, and a Microsoft MVP. I enjoy sharing, learning, and working in public<sup>1</sup>. I seek to maximize my and my colleagues' impact.

## Work Experience

**Technical Director** CapTech Consulting | October 2020 - Present | Reston, VA

**Responsibilities:** Technical and delivery leadership across multiple accounts; leader within the .NET space; SME across several subjects; pre-sales and business development support; mentoring and coaching.

**Managing Consultant** Excella Consulting | February 2016 - October 2020 | Arlington, VA

**Responsibilities:** Led software development teams to success; led the .NET practice; certified trainer; leader on Excella's Innovation Team; served as an internal and client-facing coach. Collaborated with CTO & VPs on strategic initiatives. Co-administrator of GitHub and Azure organizations.

### Accomplishments:

- Transformative impact on Excella's largest non-profit sector client. Led a multi-year Agile transformation and delivery effort, leading the client culture toward successful delivery practices. Implemented and realized a vision to reduce technical debt. Improved and redesigned deployment pipeline using TeamCity and OctopusDeploy. Introduced Akka.NET and reactive application concepts. Lobbied for and instituted structured logging for increased operational visibility. Drastically reduced feedback loops and coached the team to produce tens of thousands of automated tests.
- As a leader of the .NET Specialty Area, served as a key developer resource & reference on client engagements; connected Excella with the larger .NET community; grew exceptional careers for our .NET developers; and kept our knowledge of the .NET ecosystem current. Achieved a Microsoft MVP designation. Speaker at several national and regional conferences. Regularly contributed content, demos, and thought leadership that demonstrated Excella as a leader in the .NET space.
- Created and executed a workshop and coaching engagement for an international financial institution, including a 4-day workshop and 70+ individual coaching sessions.
- Taught Excella's Agile Engineering (CSD) and Agile Testing & Automation (ICP-TST/ATA) courses.
- Received universally positive appraisal feedback indicating my impact on the growth of the organization and my colleagues. This is what I am most proud of.

**Lead Developer** USCIS (CPMS) | December 2015 - February 2016 | Washington, DC

**Responsibilities:** I was hired to support the CPMS project as a sub-contractor. While the opportunity turned out to be different than I first understood, I was able to accomplish several things in my short time there.

### Accomplishments:

- Authored over 500 unit tests, uncovering several bugs in the process.
- Presented to the team on concepts around automated testing, SOLID principles, design patterns, and git/GitHub for TFS developers.

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<sup>1</sup> For example, I am currently the lead of the docs project for NUnit, which is an OSS library with over 119 million downloads.

**Senior Software Engineer** CoStar Group | September 2014 - November 2015 | Washington, DC

**Responsibilities:** Create, maintain, and improve the systems responsible for the delivery of quality data to the largest commercial real estate data provider in the world.

**Accomplishments:**

- Delivered business-critical applications single-handedly, sometimes in as little as 48 hours.
- Converted Legacy MSTest suites to xUnit 2.0 with Moq/FluentAssertions for better extensibility and build system integration.
- Authored a complex back-end data project that has had 0 issues in production for 3 months and counting. Mentored 2 teammates in TDD principles (Arrange/Act/Assert, mocking, integration vs. unit testing, consistency, trustworthiness) to achieve this using the xUnit framework and Moq/FluentAssertions libraries.
- Owned several technical aspects of a large automated data collection process at the heart of the business.
- Automated and improved the build pipeline of several projects and introduced continuous integration where it did not previously exist.
- Was recognized for my efforts during CoStar's company day, and with a gift of restricted stock.
- Introduced and evangelized concepts of IT Service Management and ITIL principles.
- Oversaw technical solutions into production across ASP.NET MVC, WebAPI 2, MVVM JavaScript frameworks, console applications, WPF, PowerShell, MSBuild, etc.
- Introduced release notes and documentation for applications under my purview, a concept that had not yet been implemented.

**Independent Consultant** Nimblelight, LLC | June 2015 – September 2015 | Philadelphia, PA (remote)

**Responsibilities:** Contracted by Nimblelight to produce the back-end of a web project for one of the company's largest clients, a commercial auto dealership group. Tasked with delivering importer integration service and search functionality as well as general architecture and build pipeline automation.

**Technology Used:** ElasticSearch, xUnit, TopShelf, MVC5, WebAPI2, Serilog, Seq, Autofac

**Accomplishments:**

- Introduced ElasticSearch back-end to reduce search times from 2 seconds to 20 milliseconds. The designers had to add a delay because it was "too fast".
- Introduced git and GitHub to the team of developers and implemented a GitHub-based workflow.
- Achieved full "push button" end-to-end build and deployment automation using GitHub, custom MSBuild files, TeamCity, xUnit tests, and OctopusDeploy. All branches and pull requests were automatically tested before and after merging.
- Introduced TDD principles to the team and covered importer with over 500 unit and integration tests.

**Senior Developer** KCIC | August 2013 – September 2014 | Washington, DC

**Responsibilities:** Oversee major aspects of development and development process; lead software development team in delivery efforts surrounding new release of flagship product platform; other development and operations work as needed.

**Accomplishments:**

- Introduced TDD principles and coached a team of 4 on surrounding techniques during lunch-and-learns with TDD katas that used xUnit, NUnit, Moq, FluentAssertions, and Jasmine.
- Developed a critical payment request processing component that dealt with complex business requirements across clients using TDD principles. No bug reported in over a year of runtime, and tests were used to clarify and prove requirements on several occasions.

- Conceived of, developed, and conducted KCIC's technical interviews.
- Envisioned and implemented an automated build & delivery process that met SSAE16 requirements, greatly simplifying deployment into a "one-click" process.
- Introduced Kanban and agile project management techniques, using Trello with a custom process to enable resolution of over 500 issues & feature requests in the few months before major platform go-live
- Instituted techniques to enable issue/feature tracking in a consistent, reproducible manner.
- Introduced key Specification by Example concepts – new language around how we specify requirements.
- Conceived of and held multiple technical training sessions to advance development team knowledge.
- Introduced and executed the concept of capturing "lessons learned" after challenging launches.
- In one day, authored an initial strategy guide for the company to overcome technical and cultural challenges around product development. This guide is still being implemented.
- Conducted a gap analysis of the entire development process, educating management on concepts and making recommendations for replacement technology.
- Additional summarized technical accomplishments include: introduced software refactoring as a concept; trained development team on several new technologies and methodologies; introduced better SQL querying techniques which resulted in orders of magnitude performance improvements.

## Additional Experience

Responsibilities and accomplishments available upon request.

**Past positions include:** System Administrator & Developer at Johns Hopkins Applied Physics Lab (JHU APL); Systems Engineer & IT Support Specialist at Dakota Consulting, Inc.; Tier2 Support, NAIS-Web (NIST); Systems Engineer & Developer at Web-Ideals, LLC.; Web / IT Administrator for Bristol Township School District (7 years); Writing Assistant at Muhlenberg College, and Webmaster for RJ Fellows Program at Muhlenberg College.

## Alphabet Soup

<b>Languages &amp; Frameworks</b>	C#; TypeScript; JavaScript; Ruby; Python; Java; .NET Core / .NET 5; .NET 4.x; ASP.NET; MVC; WebAPI; Akka.NET; React / Vue / Angular to various extents. Experience with Backbone; Knockout; jQuery
<b>SDLC Tooling</b>	GitHub Actions; Azure DevOps; OctopusDeploy; TeamCity; Jenkins; CircleCI; TravisCI; MSBuild; Git; Subversion; TFS; Terraform; ARM
<b>Testing</b>	TDD / BDD; Gherkin syntax; NUnit; xUnit; SpecFlow; Moq; FluentAssertions; Bogus
<b>Data-related</b>	General SQL/NoSQL; SQL Server; Neo4j; RavenDB; ElasticSearch
<b>Other Technology</b>	Twitch; OBS; IBM Maximo; Google Apps Expertise; VisualSVN Server; Remedy Ticket Management; BusinessObjects; Hyper-V; VMWare; VirtualBox

## Education, Certifications, and Training

**MUHLENBERG COLLEGE** B.A. May 2009 | Allentown, PA | American Studies | Computer Science & English minors

### CERTIFICATIONS & TRAINING

- ScrumAlliance Registered Education Professional (REP) for CSD certification
- Certified Agile Leadership (CAL1)
- Advanced Certified Scrum Developer (A-CSD)
- ICAgile Agile Testing & Automation (ICP-TST / ICP-ATA)
- Certified Scrum Master (CSM)
- ITIL v3 Foundations Certification