BAS HAMER

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PROFESSIONAL SUMMARY: Software Designer / System Architect / Enterprise Architect

With 20+ years as a full-stack software engineer, I have cultivated my reputation as a highly productive technical leader, keen to collaborate, mentor, navigate problems, and innovate useful solutions, particularly when it comes to bridging the needs of technology and business. By recognizing where automation is valuable and supporting businesses in understanding what cannot be automated, I help make strategic gains that improve processes for both humans and software. Some of my strengths are aligning technology to business goals, while fostering meaningful connections between business stakeholders, engineering leaders, and their teams, both taking and guiding decisions.

These insights have allowed me to effectively communicate, support, coach, and build solutions with and for cross-functional product delivery teams. Leveraging my technical acumen, skills, and knowledge beyond domain-specific expertise, I have successfully navigated a wide range of challenges, including massive volume, high concurrency, internal systems, B2B platforms, and consumer-facing applications. My experience spans configurations from monoliths to microservices, and projects ranging from greenfield development to modernizing decades-old systems. My curiosity and strategic mindset provide a broad perspective, enabling me to uncover meaningful contributions even in less glamorous but critical areas like software quality, where impactful improvements often lie.

The technologies I'm most familiar with for each family are C#, Angular, SQL Server, Mongo, Docker, Azure & Kafka. I've utilized alternatives to all these, and I do not believe this stack suits most applications.

It makes me happy to solve problems, build teams, and help bridge the gap between businesses and software development.

This is a technology-focused resume; for a resume written for business people
https://github.com/BasHamer/Interview-Resources/blob/master/Resume-Bas-LeadershipFocused.pdf

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PROFESSIONAL EXPERIENCE

Enterprise Architect | MBO Partners | Remote   **Jan 2022 – current**

I took charge of the architecture of a project that had little progress over the five years before I joined. Took the initiative to make decisions, designed the architecture, and drove the execution to successfully release the project into production and transition the first customers into the new system within a year. Leveraging pragmatic architecture and designs, I took a holistic approach to supporting a 20-person offshore dev team, in-house, and contract resources to get the first customers live in 9 months -- this included mentoring, guiding, and coaching.

From there, I focused on maturing the organization. The team's central objective was building a maintainable system with a keen emphasis on the traceability of data and activities. This focus reduced the overall cost of ownership for the business. Acting as a liaison between business units and technology and bridging the gap between onshore and offshore teams, I facilitated mutual understanding and guided decision-making. I then trained the product team to take ownership of the applications, ensuring that I made myself fully replaceable.

The technology stack included Java and Kubernetes hosted on AWS, seamlessly integrating into JobDiva, SAP S/4HANA Cloud, Vertex, ADP, and Okta.

Senior Developer | Charles Schwab | Remote   **Jul 2020 – Jan 2022**

Assisted in maintenance and enhancements of the intelligent portfolio product. Prototyped new technology that provided visibility into the service mesh by taking machine-oriented data and presenting it in a human-centric fashion. I developed this proof of concept with C#, Blazor, Docker, and Kafka. Advised the lower environment strategy and prototyping of new technologies to improve testing outcomes.

Founder | Possum Labs | Denver, CO   **Jan 2018 – Apr 2020**

In 2018, the consulting company transformed into a product company. We then developed and built a user-friendly web app for organizations' business experts to describe desired outcomes for software in customizable domain-specific languages. It allowed me to develop and architect, learn how to run a business, build & mentor a team, and work with customers.

The architecture, development, and deployment were created with the budget in mind. Azure was the hosting platform, and a Kubernetes hosting strategy was chosen to allow future flexibility. Every operation in Azure was scripted to allow for environments to be provisioned as needed. The backend was written in C#, focusing on clear and consistent naming to help onboard engineers. Frontend development leveraged code generation. The frontend was written in Angular; despite being a heavy-weight solution, it allowed for small components to be worked on by junior engineers. Although Angular is complex, making changes to a single component is not intimidating and allows junior resources to build proficiency and confidence, peeling back the layers as they advance.

Consultant for Possum Labs | Envision | Denver, CO   **Nov 2017 – May 2019**

Commissioned to build a test framework to simplify and illuminate automated testing for customer representatives and customers. I enjoyed the challenge of analyzing the issues and identifying what could be done better. Our solution leveraged natural language for test definition, making the reading, maintenance, and creation of automated tests accessible to subject matter experts who lack a programming background. Continued to provide technical support and mentor QA members post-contract.

Consultant for Possum Labs | Starz Entertainment | Denver, CO   **Oct 2016 – Oct 2017**

My work entailed spearheading the framework development for two distinct automation and testing projects used by a mix of on- and offshore testers. This required coordination across departments and cooperation from various stakeholders to ensure the development of frameworks that deliver a high level of confidence.

• The first project required designing an automated testing framework for backend services consumed by mobile and web platforms. This project's acceptance tests ran in Docker containers utilizing Cucumber for JavaScript.
• The second project focused on creating an automated load-testing framework that simulated up to half a million concurrent users watching content. This framework, built using Node, Angular 2, and TypeScript, effectively tested production conditions.

Consultant | Trimble | Denver, CO   **Feb 2016 – Aug 2016**

Mentored a team of test engineers. Designed and implemented a new and more efficient test framework. I relied upon my skills in both people and processes to successfully achieve our end goal. The completed project was designed to interact with an existing ESB architecture built on Kafka using Specflow and Selenium.

• The framework achieved the stated goals, including reducing the volume of code required by 80% and increasing delivery speed three-fold.
• Adopted for use by teams in New Zealand and India, the final product also improved the capacity to address increasingly complex front- and backend and integrated scenarios.

Consultant for Possum Labs | Glowpoint | Denver, CO   **Nov 2014 – Nov 2015**

Collaborated with the Glowpoint team to design and implement an Exchange synchronization solution. I achieved project goals through innovative product design, including a solution that allowed Exchange users to add services to meetings without the need for plug-ins.

• The product was compatible across all platforms and clients (Outlook, etc.).
• The fault-tolerant solution required no client-side software deployment and was implemented using Exchange Web Services (EWS), C#, and SQL Server.

Consultant for Possum Labs | CoBank | Denver, CO   **Oct 2013 – Nov 2014**

Led architecture and development on the rewrite of an internal data maintenance application. We accomplished the goal of updating to supported technology, reducing the cost of ownership, and improving the user experience by utilizing discovery rather than configuration, code generation, and focusing the user's attention on related and applicable data.

Senior Technical Consultant | Mortgage Cadence | Denver, CO   **May 2011 – Oct 2013**

Led a team, providing technical leadership for a SaaS product that generates mortgage contracts. We successfully achieved an aggressive expansion of the customer base. This success came through focusing on communication so all stakeholders could participate and offer insight.

• Created, led, and mentored a cross-functional team to increase production capacity.
• Expanded tooling for the team's document experts and expanded product offering using 3rd party integrations.
• Introduced automated testing and automated deployments.
• Introduced better metrics for production operations and business owners.
• Technologies used were ASP.MVC 4 Web API, Windows Presentation Foundation (WPF), C#, and SQL server.

For a full detailed job history going back to 2004, see https://www.linkedin.com/in/bashamer

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SKILLS

Programming languages:

ASP.NET (10+ years)	Java Script (10+ years)	TypeScript (4 years)
C# (10+ years)	SQL (10+ years)	
HTML / CSS (10+ years)	T4 (6 years)	

Technologies & competencies:

Agile practices	Confluence	Kubernetes	SaaS
Analytics	Cloud Computing	MongoDB	Scrum
Angular	Design patterns	.NET (1.1+)	Selenium
AngularJS	Docker/Kubernetes	.NET Core (1.0+)	SignalR SOA
AWS	Git	Node	SpecFlow
Azure	GraphQL	NoSQL	TCP/IP
Azure DevOps	Internationalization	OOP	Vue.js
Bamboo	IOC	PowerShell	Unit testing
Bit Bucket	HTML5	Power BI	Web API
Blazor	Jenkins	Responsive Design	WireMock
Bootstrap	Jira	RESTful Web	WF
CI/CD	jQuery	Services	

Operating Systems:
• Windows
• Unix (Solaris, FreeBSD, OpenBSD, Alpine Linux, Red Hat)

Clouds:
• AWS
• Azure

EDUCATION

Dual B.S. Computer Science & Mechanical Engineering | University of Colorado at Boulder | 2004

LANGUAGES

• English
• Dutch