

BAS HAMER

Location: Greater Denver | Remote | Hybrid
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PROFESSIONAL SUMMARY: Enterprise Architect

With 20+ years as a 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 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. This ability highlights my strength in aligning technology to business goals while fostering meaningful connections between business stakeholders, engineering leaders, and their teams, both taking and guiding decisions.

I communicate effectively, 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, consumer-facing applications, B2B platforms, and internal 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.

Although my day-to-day activities rarely involve writing software, I still enjoy doing so, and since January 2024, I have been working on a hobby project up to 10 hours a week to develop a video game. It has allowed me to leverage and expand my technical skills in areas like UX. I also use contract labor for specialized services and have worked with about 15 people in 10 countries. Although technically a commercial venture, it is not intended to be a viable business; my motivation is to show my daughter what I do.

I'm looking to relocate to the Netherlands and for a technical leadership role at a focused organization.

Leadership qualities: *Navigate high-context and low-context communication; build understanding; address uncomfortable conversations; drive accountability; foster engagement and motivation.*

This resume is written for business people; for a technology-focused resume, please see

<https://github.com/BasHamer/Interview-Resources/blob/master/Resume-Bas.pdf>

Voor een Nederlandse versie van dit cv, zie

<https://github.com/BasHamer/Interview-Resources/blob/master/CV-Bas-LeiderschapFocus-NL.pdf>

PROFESSIONAL EXPERIENCE

Enterprise Architect | MBO Partners | Remote

Jan 2022 – current

I took charge of a project that had stalled for five years before my involvement. Leading decisively, I designed the architecture, made critical decisions, and drove the execution to release the project into production successfully. Within nine months, we transitioned the first customers into the new system. Leveraging pragmatic architecture and a holistic approach, I guided a 20-person offshore development team alongside in-house and contract resources. This effort included mentoring, coaching, and providing direction to complete the migration of an entire billion-dollar payment business.

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 business's overall cost of ownership. 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 I made myself fully replaceable.

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

Supported existing applications and developed new technologies.

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

After developing a similar test system at Trimble, Starz, and Envision, I saw an opportunity to productize that solution; I pivoted Possum Labs from a consulting business to a product company. We 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 create an architecture, learn how to run a business, build & mentor a team, and work with customers.

The organization was primarily staffed with bootcamp graduates who were paid interns. I mentored and helped them land permanent positions, and they got real-life experience. The architecture was built to support this high turnover of inexperienced but highly motivated developers.

Leading my own product company, I gained hands-on experience in bridging the gap between technical innovation and business strategy. I identified market opportunities and refined product offerings to work toward product-market fit.

Founding the company meant I handled personnel decisions, sales, admin, and other business responsibilities. When the business faltered at the end of 2019, I redirected efforts toward gaining traction through conference talks. This approach leveraged my comfort with socializing at events and proved more natural than cold outreach. I spent considerable effort and resources refining my presentation skills and applying to speak at conferences. This new strategy was cut short when COVID-19 disrupted the conference circuit. Possum Labs did not have the resources to pivot again, and I shut it down.

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 worked with the organization to build up a QA practice and trained and upskilled new resources. Leveraging reporting and data visualization, I was also able to influence the development team to improve their attention to their existing unit testing. By iterating on the data visualization to disprove misconceptions, I was able to drive lasting behavioral change.

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. A core component of my success was to help educate the offshore team on the US-centric business domain. By learning how television stations work in Russia, I was able to explain how and where the US business model was different. This created a shared knowledge base upon which to build for feature development.

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

Mentored a team of test engineers. The team was recently promoted from manual testers to test automation engineers. Initially, my focus was on helping the team resolve technological hurdles, and over time, it expanded to reduce friction between the testing team and the business and development teams. The team transformed from being the source of delays to getting ahead of development. We were also able to break the pattern of QA being the middle person between business and development when there were missing misinterpretations of requirements. We accomplished this by creating technology and practice where the business could review the automated tests.

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

EDUCATION

University of Colorado at Boulder, 2004, BS. Computer Science & BS. Mechanical Engineering