

MATTHEW THEBERT

Director of Software Engineering

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Hands-on, results driven software engineering professional with over 23 years of experience delivering a broad range of both consumer and business-focused products. Excellent written and verbal communication skills to translate business requirements into actionable results. Led multiple teams of up to 24 members including off-shore, near-shore, contractor, as well as hiring and mentoring in-house engineers.

Strong technical expertise as a true “full-stack” engineer allows insight in how to best organize teams, solve complex problems, track development, KPI’s and bugs and implement industry-standard best practices to ensure on-time excellence and happy clients while continuing to contribute and work deep in the code and help teams choose the right tool for the job.

Experience

Innophor - (*Jan 2023 - Current*)

Consulting - Director of Software Engineering

Currently assisting with their technology and software development needs and tooling as well as operations and personnel decisions such as recruiting, team building, retention, assessment and management.

Managing software engineering efforts by instituting best practices relating to software development, architecture, advising on technology stack and coding, LEAN and agile practices, KPIs and project tracking, as well as setting up collaboration, mentoring and management of engineers.

Developing and coding early proof of concepts for initial MVP products.

CulturaLink

Director of Software Engineering/Senior Software Architect (September 2019 – September 2022)

Provides online and in-person interpretation for patients provided to hospital systems across the country as well as in-house document translation.

Managing development efforts across multiple projects and multiple teams including software engineers, QA, dev-ops and a project manager, to deliver a suite of products (both online and mobile) that provide online video and audio, phone and on-site interpretation sessions for the healthcare industry while ensuring strict security and HIPAA compliance.

Direct reports was up to 24 engineers which included in-house engineers, contracted engineers, outside consultants, offshore and near-shore development teams as well as externally contracted consulting firms working on specific projects.

Responsibilities included leading and tracking scrum teams and conducting daily standup, mentoring developers, establishing best practices, conducting peer reviews, tracking progress of goals for each team, establishing benchmarks and KPIs, and delivering quality peer-reviewed code.

Represented the technology side of the business in internal management meetings as well as external client management and technology meeting.

Migrated existing call center technologies to a more current development stack using Twilio as the backbone for the call center, a new bridge to overflow vendors to handle peak usage times and manage more than 100k interactions per month using SIP headers, in a secure, highly available platform for interpreters as well as mobile and desktop application to be able to virtually join patients and healthcare professionals for 200+ languages.

Built scripts to speed time to billing of clients by 50% as well as increased total billable minutes per month by 20%.

Tools and Skills: NodeJS, React, GraphQL, MySQL/Aurora, React Native, AWS Cloud Infrastructure, Bitbucket, Jira for issue tracking and project management, Jenkins for CI/CD, Twilio for call center routing, WebRTC for streaming audio and video, Python for scripting.

Contract Software Engineering - (November 2018 - August 2019)

Priority Payment Systems: Contract to work on their front-end MXConnect product, an interface for both internal and external management of accounts for the processing of credit card payments using ReactJS/Redux.

Novologic: Contract to build a NodeJS API using HAPI and Swagger to provide a more modern and well-documented API for their data. Some additional Angular 7 front-end work.

Car and Driver Magazine – Hearst Automotive

Lead Software Engineer (November 2016 – November 2018)

Digital brand for Hearst Media's automotive publications and branded advertising

As a team lead, I led a team of 3-4 local developers, and up to 4 additional off-shore developers who worked in an agile/scrum environment across several projects.

Migrated the digital magazine from a legacy technology stack to a modern web application (AngularJS and TypeScript) as well as integrate advertising revenue and build online shopping tools for retailers.

Created a new team to better mentor and integrate new engineers to work on bug fixes and lighter features across all projects rather than assign to one project.

Skills and Tools: NodeJS, AngularJS, ReactJS, MongoDB, TypeScript, VueJS

Make My Deal – Cox Automotive Software Group

Senior Software Engineer (May 2015 – November 2016)

Part of Cox Automotive New Ventures

Senior Engineer on an agile team responsible for full-stack JavaScript development of a platform that unified all aspects of the car buying experience for consumers. Goal was to create a single retail user interface that could be used on dealer sites or on retail sites such as Autotrader.com.

Skills and Tools: ReactJS, Flux, Hapi, NodeJS, JavaScript, MongoDB.

Concurrent Computer Corporation

Lead UI Developer (January 2014 – May 2015)

Real-time computing company that makes servers that were used for a variety of applications including video-on-demand.

Served as the lead UI Developer for a software product at Concurrent that was used to administer their video streaming servers in a clean, functional way that did not need specialized talent to operate. My UI development skills led a small team of developers to create a dynamic, rich dashboard interface on high visibility mission-critical tools for clients.

The project was a single-page application (SPA) that used AngularJS as the UI framework, Twitter Bootstrap to control CSS and layout, JSON to pass data using RESTful Web Services from remote databases (PostgreSQL) and big data (Cassandra). In addition, there were a number of data visualizations using D3.js that I created for the dashboard that created a dynamic dashboard with real-time graphing, trend charts, bar charts, maps and hierarchical tree views on it.

Introduced AngularJS to the project just after AngularJS's initial gold release after identifying issues that were plaguing the development. Was able to mentor other engineers to use Angular after they joined the team.

Concurrent practices Agile methodologies for software development, so we have sprints that currently last every 2 weeks, team dailies, and a meeting at the beginning and end of every sprint to manage the backlog, kickoff a sprint, plan the next and demo new features. We use VersionOne to track our sprints.

Skills and tools: AngularJS, Bootstrap, JavaScript, PostgreSQL, REST, JSON, Agile, Jenkins, Git, VersionOne

Greene Consulting

Lead Software Engineer (April 2000 – December 2013)

Financial Services consulting company that provides online training for top banks and CFP professionals.

Led the development of online learning and training platform for the Financial Services industry and Banking industry leaders. This includes the development of the online Certified Financial Planner program for multiple universities.

Integrated our learning solutions with client solutions using learning industry standard AICC and SCORM. Integrated with systems by developing client intranet Java applet and Javascript wrappers for coursework, API interfaces using XML and SOAP.

Administered, designed and maintained Oracle databases and schemas for all software products is Oracle OCP DBA certified since 8i

Develop client-facing interactive HTML, Javascript and Ajax reports and nightly data feeds using Perl, delivered by email for management.

Manage all dev-ops and hardware support of online applications at remote co-location site.

Lead the company with leveraging new technology and development including mobile, blogging and social networking/media.

Architect of cutting edge online training programs and build API bridges between our organization's training programs and client in-house training programs.

Skills and tools: HTML, CSS, JavaScript, Ajax, JQuery, PERL, Oracle, SQL, AICC, SCORM, Classic ASP, PHP, Java applets

Freelance Web Developer

Web Developer (January 1999 – April 2000)

Worked with corporate and small business clients in diverse industries to define online goals. Developed and designed full company websites to meet their needs, timeline and budget. Clients included a variety of fields including legal, aviation, medical, financial, and security.

Client work included creating graphics in Photoshop, UIX design, HTML content development and styling. Custom form design and processing using Perl CGI and storage of data in MySQL. Back end processing using ASP or PHP.

Skills and tools: HTML, CSS, JavaScript, MySQL, Classic ASP, PHP, UI Design, Photoshop

Education and Certifications

University of Wisconsin – Stevens Point (September 1988 – January 1993) - Bachelor's Degree

Oracle OCP DBA 8i Certification – 2002

A+/Network+ - 2003

Attended NGConf – Salt Lake City – 2016