**First Name: Bill**
**Last Name: Clements**

Director Software Development ~ Leading Teams to Deliver
Creative, Scalable Solutions Addressing Real Business Needs

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## Summary

Strong software development leader with a global background in
driving revenues through team
building, management, and innovation. Proven success in
managing teams with a wide range of
skill sets in diverse industries and locations. Skilled in finding
creative and innovative solutions to
problems and being the catalyst to drive others to do the same.

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## Experience

### Director Software Development (Software Applications and Services) at Hyliion
May 2021 -
Leading several teams of software developers across multiple
disciplines to deliver significant value both on and off the truck. On
truck we are delivering a tightly integrated IoT QNX based edge
device supporting both telematics functionality for cloud connectivity
and Android Applications for in cab information and control. Off
truck we are delivering full stack data collection, analytics and
web applications hosted in a Microsoft Azure environment. The
commonality across it all is user facing value add functionality
extracting and showcasing end to end system value.

In the pursuit of Hyliion's mission to reduce the carbon intensity
and greenhouse gas (GHG) emissions of Class 8 commercial
trucks, not only will my teams help save the planet, we will do it by

creating unique software Intellectual Property that is both a product differentiator and adds significant stand-alone tangible value.

## Sr. Director of Software Development ~ Head of yapstone International Technology at YapStone

March 2017 - May 2021

After starting in Austin, helping to kick off a green field program building the next gen. platform. I then moved to Ireland and built a technology organization there, creating three teams that span the breadth of what Yapstone does, including product management. We created a great team of passionate technologist, skilled in Java, design, development, and deployment of micro-services for our new Transact Global Platform along with skilled application developers creating a new User Experience on that platform for both customers and internal users. I am proud of the culture of ownership, productivity, and quality we created that made this site a significant asset in the companies overall execution and roadmap planning.

## Director Software Development ~ Delivering Highly Available, Scalable, and Quality Software at Visa

May 2015 - March 2017

On-boarded, sourced, hired, and made productive a new Austin Software Development team of 16 people in the first year. Leading the transformation of the Risk and Authentication organization by driving value though key initiatives.

Highlights
• Improving quality, productivity, and time to market by leading the migration of development and QA to a Continuous Integration development process with automated builds, deployment, and testing.
• Creating consistency, scalability, and improving productivity across the analytics organization by building a centralized model execution and deployment platform and environment.
• Improving scalability, functionality, and usability of the existing customer facing application though production support and feature development.

**Sr. Software Development Manager ~ Risk Product Development Site Lead for Austin at PayPal**
May 2008 - May 2015
Served in a key role as Risk PD Site Lead for 3 managers and 30 individual contributors. Orchestrated development of a broad range of applications and technologies for the collection, analysis, simulation, and decisioning of large real-time data streams. Built a site-wide roadmap for the Austin risk development organization.

Highlights
• Built the next-generation real-time risk data and analytics platform that cut time to market of new fraud detection models from months to weeks, allowing the company to save tens of millions of dollars annually.
• Hired and manged the team in Austin that Accelerated ROI from a PayPal acquisition with results in under 6 months by developing one of Risks first projects to utilize the Java technology stack.

**Sr. Software Development Manager ~ Led Multi-Site Organization Delivering Quantifiable Results at Applied Materials**
November 2001 - March 2008
Managed teams developing two current and two legacy products with more than $15 million in revenue through the full product development life cycle. Expanded and contracted a development team, including contractors in multiple locations, to as many as 15 and as few as 6 to meet changing business requirements.

Highlights
• Drove value on accelerated schedules by leveraging offshore development resources.
• Halved the cost of an outsourced project from $800,000 to $400,000 annually by creating a more integrated solution in-house.
• Expanded a data-mining application into a full diagnostics application with analysis, visualization, and reporting capabilities.

**Software Development Manager ~ Built Development Organization for Successful Start-up Company at Global Knowledge Services**

December 2000 - November 2001
Built software development team and software platform to help this startup company pursue the application of data mining in the semiconductor industry. Some of the key technologies in this client server application where: C++, HTML, JavaScript, VB Script, ASP, Windows NT, ODBC, Oracle, Java. The company was sold to Applied Materials for approximately $10 million dollars a little over a year after I started.

**Software Components Development Manager ~ Led Multiple Teams Delivering Next Gen. Functionality at ClearCommerce**
November 1999 - December 2000
Software Manager for 15 people focused on component development to enhance the ClearCommerce Merchant Hosting Engine. Helped deliver the first cross platform, next generation, credit card transaction processing engine. We delivered enhanced fraud protection with user defined complex rule based decision trees and neural analysis scoring systems.

**Sr. Software Manager ~ Ascended Through Positions of Increasing Responsibility by Delivering Value at VTEL**
December 1991 - November 1999
Software Manager for 18 people spanning three concurrent projects focusing on the Video Conferencing industry. Facilitated communication, managed resource assignments, and planned future products and features.

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# Education

**Scrum Alliance**
**Certified ScrumMaster, Scrum Agile Development, 2008 - 2008**

**1986 - 1991**

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