Michael Holstine

(720) 288-6875   mholstine@gmail.com Aurora, CO 80013

Team Leader / Manager Software Engineering

Combining strong leadership capabilities with hands-on development expertise.

Leadership and Management: Led multiple engineering teams ranging from 5 to 10 developers. Managed hiring, onboarding, permissions, 1-on-1s, goal-setting, and performance reviews.

Strategic Planning: Developed technology roadmaps, set measurable goals, and guided teams to execute priorities supporting business objectives.

Process Improvement: Led adoption of agile practices including sprint planning, stand ups, retrospectives, and CI/CD. Improved team velocity, quality, and deployment cadence.

Mentorship and Growth: Guided the professional development of junior engineers through training, code reviews and knowledge sharing. Strong team culture focused on continuous improvement

Code Development: Available to take on complex user stories and implement features in Java, JavaScript, Go and Python in critical and difficult areas of code and devops.

Education
- BS Physics (minor: astronomy) Washington State University
- BS Mathematics with masters work in Mechanical Engineering (optimal controls and fluid mechanics) Washington State University

Technical Skills
- **Programming**: C++, Java, Golang, JavaScript, Python, TypeScript
- **Databases**: MongoDB, Cassandra, Postgres, ElasticSearch, DynamoDB
- **Frameworks**: Spring, Spring boot, AWS, Microsoft Azure, REST APIs, Prometheus, Kafka, ChatGPT
- **Devops / Support**: Jenkins, Azure Devops (ADO), DataDog, AKS, Grafana, Kubernetes, Docker, Git, PagerDuty
- **Algorithms / Mathematics**: data science, statistics, optimization, and machine learning
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Experience Highlights

CH Robinson
Team Lead / Manager   2022 to 2023
- Leader of an outstanding machine learning remote team
- Managed direct reports including recruiting, onboarding, mentoring, and performance reviews.
- Optimize team performance and focus efforts on product priorities
- Own quality and reliability of API used in a billion dollar market app

DHI (Dice.com)

Senior Software Engineer 2019 to 2021

- Seamlessly migrated the Dice.com website from Spring authentication to new AWS Cognito oauth2 identity system
- Created services using Golang and Typescript with AWS Lambdas, Api Gateway, Cloud Formation, SAM, Postman, etc
- Helped create user interfaces with Javascript and some Angular
- Understanding of DevOps duties including deployment, production debugging, alarms, and pager duty
- Remote work during Covid was wildly successful using Microsoft Teams, including copious amounts of mentoring, swarm programming, and online tools (Jira, confluence)

Pearson/Ecollege

Team Lead / Senior Software Engineer 2012 to 2018

- Helped develop Authorization and Authentication framework for web based learning powerhouse
- Created RESTful web services using Java in a highly agile environment
- Developed an automated continuous integration and testing framework
- Worked with MongoDB, Jenkins, Docker, Git, Cassandra in a DevOps/production setting
- Created OAuth protection of our API using Apigee
- Mentored others in software development best practices
- Learned front end JavaScript to move our team to full stack abilities.
- Moved services to Spring Boot

Northrop Grumman / TRW

Lead developer / Algorithm Engineer III 1998 to 2011

- Primary developer of MIST / MASS IRAD, a space situational awareness and GIS platform with NASA imagery data and 3D modeling
- Performed demos to high level customers
- Integrated Mission Management models developer with Java and Spring
- Maintained and developed complex mathematical algorithms in C++ and Java
- Maintained top secret clearance in a highly secure environment

Raytheon Polar Services

Research Associate South Pole Station 2002 to 2023

- Deployed and wintered-over at South Pole Station, Antarctica for 1 year
- Solely responsible for operation and maintenance of experiments in geo-physics and space weather
- Worked in a team environment in one of the harshest environments on earth
- Debugged problems with complex electronics and computer systems
- Maintained emergency readiness as part of South Pole Emergency Response Team

Technical Interests

- Autonomous Vehicle Development (C/C++) https://github.com/holstine/AVC

- Robotics (Arduino, Raspberry PI) / Computer Vision / Artificial Intelligence
- Android Programming https://github.com/holstine/TelemetryBrowser
- Photography https://michaelholstine.smugmug.com/

Clearance
- Top Secret Security Clearance (TS/SSBI), Inactive