# ENGINEERING OPERATIONS DIRECTOR

## Executive Profile

Senior Software Executive Senior Software Executive who is a key contributor to strategic planning and product development. Highly skilled at creating and implementing key software improvements and process changes by uncovering major process limitations, maximizing profitability, scalability, and competition in the global marketplace. Accomplishments (over last 15 years +) Reported directly to C-level executives and Board members, successfully bridging the gap between the business and Engineering, implementing strategic plans and ensuring that the engineering teams are aligned to business goals. Agile expert and evangelist, running software development teams for over 17 years and specifically agile software development for more that 13 years. Reorganized and transitioned many teams and companies to become smooth running agile groups, drastically reducing delivery issues, making the work very transparent, empowering team members to become self-directed and accountable to their commitments. Skilled at managing entire software development process and employees including QA, Project Management, Technical Support, on and offshore teams, contractors, subsidiaries, and merger/acquisitions. Successfully on-boarded the engineers and technology from an acquired company and quickly merged their intellectual property (IP) into the main product line. Advocate for strong Engineering Best Practices, including design & code reviews, paired programming, unit tests and continuous integration testing through automation. Including, establishing leading and trailing engineering metrics, which provide strong indicators of product quality and delivery schedule. Managed globally distributed teams ranging from 15-60 people, with P&L responsibilities between $2M - $6M. Teams have been located in US, Germany, Hungary, Russia, China, and Argentina. Consistently an early adopter of critical trends in methodologies and practices, which transform and refine processes to increase the delivery of business value.

## Skill Highlights

Technology Â· Java Â· Amazon AWS Â· Hibernate Â· PHP Â· EC2 Â· Elastic Search Â· C++ Â· JSMVC Â· JUnit Â· C Â· HTML Â· Selenium Â· CanJS Â· CSS Â· Aurora Â· PL/SQL Â· Bootstrap Â· Jenkins Â· Oracle Â· Python Â· Phabricator Â· My/SQL Â· AJAX Â· GitHub Â· JavaScript Â· Camel Â· Jira Â· REST and SOAP services Â· MongoDB Â· Perl

## Professional Experience

### Engineering Operations Director
January 2014 to Current Company Name ï¼ City , State

- A high growth company, whose suite of services help researchers successfully communicate their work.
- Identified misalignment between technical teams and business, reorganized the technical teams and aligned technical metrics to support business KPIs, increasing revenue and cost savings.
- Doubled team to 20 people in 4 months, by introducing a new improved hiring process that quickly filtered out non-qualified candidates and increased our acceptance rate to over 90%.
- Awarded Culture Champion Award.

### Director of Software Development
January 2012 to January 2014 Company Name ï¼ City , State

- A non-profit organization devoted to the advancement and well-being of dogs.
- Turned around a multiyear software delivery failure, by re-architecting the approach taken, changing the technology used, and transitioning the team to Agile; putting the software back on budget and on time.
- Reduced technical dependency on old technologies by road mapping out a multiyear strategic technology plan, reducing number of technologies used throughout the department by 50%.
- Responsible for web based PCI compliant e-commerce software, connected to an enterprise database.

### Chief Operating Officer
January 2010 to January 2012 Company Name ï¼ City , State

- Public safety software and services company focused on enterprise-class software for Fire and EMS Departments.
- Implemented a SaaS solution, allowing smaller towns and cities the ability to use and integrate with the Fire and EMS software.
- Reduced customer's server upgrade time from 4 days to 4 hours.
- Removed the requirement, caused by software limitations, that hard mounted mobile computers be removed from fire trucks and brought into the IT dept for upgrades.
- Reduced a mobile computer's install and upgrade times from 1 day per machine to 2 hours.

### Vice President of Engineering
January 2001 to January 2010 Company Name ï¼ City , State

- A mid-sized 3D software company for creating digital models of physical objects, including both 'off-the-shelf' and customized commercial applications.
- The software is used globally in markets such as: rapid prototyping, reverse engineering, inspection, and healthcare.
- Grew revenue from $0 to over $16M with a CAGR greater than 30% for 6 consecutive years.
- Integral in receiving 6 term sheets of similar valuation resulting in $8M in VC funds in 2008.
- Expanded company organically from 22 to 110 employees, coordinated effectively with Sales, Product Development, and Marketing teams to produce globally competitive products.
- Conceived of and implemented critical changes in software architectural designs creating a partner eco- system.

### Director of Software Development
January 2000 to January 2001 Company Name ï¼ City , State

- A 30 person company using its patented lens system to project a standard 3D image into a 180 degree.
- hemispherical screen using software to convert the flat image to the curved surface without distortion.

Engineering Manager/Senior Software Engineer
January 1996 to January 2000 Company Name ï¼ City , State

- A 60 person company providing B2B and B2C real-time 3D solutions, via the Internet.

Software Engineer
January 1993 to January 1996 Company Name ï¼ City , State
Software Engineer
January 1989 to January 1993 Company Name ï¼ City , State
Education
Postgraduate courses in Cognitive and Neural Systems : 1991 Boston University ï¼ City , State
M. S : Computer Science , 1989 Union College ï¼ City , State Computer Science Masters Project: A Netless Neural Network - presented on August 16, 1989 at International Conference on Expert Systems and Neural Networks - Theory & Applications
B. S : Computer Science , 1988 Union College ï¼ City , State Computer Science
Skills
3D, Agile, AJAX, approach, B2B, budget, C, C++, competitive, CSS, database, delivery, e-commerce, Expert Systems, funds, hiring, HTML, PHP, image, inspection, Java, JavaScript, Marketing, MongoDB, enterprise, Network, Networks, Neural, Oracle, PL/SQL, PCI, Perl, Product Development, profit, prototyping, Public safety, Python, real-time 3, receiving 6, requirement, Sales, SOAP, SQL, strategic, upgrades, upgrade, valuation, VC