Dale Newcomb, Jr.

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SUMMARY

I am highly skilled in managing cross-functional agile teams, resulting in high performance, high engagement, low turnover, and rapid ramp-up. I have a great deal of experience with designing and developing immersive experiences and applications in the areas of virtual reality, gaming, simulation, and training. I am a creative problem-solver, detailed, and adept at creating sustainable and scalable practices.

SELECTED SKILLS

Top skills: Agile, Managing people and teams, Virtual Reality, Project management, Creative problem solving
More skills: Unity, Unreal, C++, C#/Java, Emotional Intelligence, Communication, Adaptability

EXPERIENCE

Lucid Dreams VR, Olney, MD   03/2016 - Present
Founder, VR Designer/Developer/Producer(Part-time solo indie developer)

- Designer and developer of Virtual Reality (VR) experiences, focusing on highly immersive and intuitive room-scale applications for the HTC Vive and Oculus Rift using Unity and Unreal.
- Most work is small tests & demos created for experimentation purposes, with one "release" project per year.
- Published "Beach Bowling Dream VR" game to Steam in January 2017.
- Published "The Glen" music experience to WEARVR in January 2018.
- Currently wrapping up a new release targeting the VR Arcade market entitled "Intruders Go Boom!!!"
- Responsible for end-to-end development of projects (including concept, design, coding, iterative grey-box gameplay testing, art and audio assets (some created, some purchased), marketing images and videos, etc.) managed on a Trello Kanban board.

Appian Corporation, Reston, VA   06/2014 - Present
Director, Software Development (Sr. Agile Coach & Dev. Manager)

- Primary roles as Agile Coach for the Interface Designer team, manager of software engineers and mid-level managers, co-lead of the Designer Tribe, and a member of the Engineering Department leadership team. (10+ direct & 30+ indirect reports)
- As the department grew quickly pre-IPO, I spearheaded initiatives to decrease the pain involved in scaling and provide scaffolding for growth. The largest was improving on-boarding education (Bootcamp) and creation of the Education Guild to manage crowd-sourced continuing education courses, an internal "stack overflow" style knowledge base, and access to Udemy.
- The second large initiative was to refactor our Career Paths and create formal Promotion Plans. The career paths were split so engineers can follow a pure Technical track, Agile Coach track, or Manager track. Making this split allowed us to separate the Manager role from Scrum Master and allowed each of those roles to be true servant-leaders instead of combining them into the typical Project Manager role. The creation of the Promotion Plan provides a consistent tool for Managers to recognize and develop talent and promote the right people into the right roles.
- To increase scalability, I worked with department leadership to reorganize using a model similar to the one presented by Spotify, and currently help to lead our Designer Tribe. These initiatives made our IPO easier and has helped sustain a 30% growth rate.

Code Done Right, Olney, MD   01/2014 - Present
ScrumMaster / Product Owner / Designer / Developer(Part-time indie team)

- Concept, interface design, business logic, artwork, website, and testing for Volleyball Lineup Tracker, an iPhone/iPad application for Volleyball coaches (over 1500 users worldwide as of January 2018). http://www.codedoneright.com/vblineuptracker/

Dynamic Animation Systems, Fairfax, VA   06/2007 - 01/2014
Director of Product Development

- Technical Producer and Product Manager for the entire product suite, mainly focusing on the Virtual Interactive Combat Environment (VICE), a high-end virtual reality training system built on the supporting SDK/Engine products.
- Executed a complete product life-cycle, from concept to market, including: vision, roadmap, design, development, documentation, QA, pricing, marketing, quotes, installation, customer feedback and maintenance.

- Primary responsibility for product design, UX, architecture, technology integration, and feature set.
- Interfaced with customers to determine needs, deliver products, gather feedback, and provide support.
- Led small cross-functional teams of developers, testers, artists, tech writers, and support personnel; including daily tasking through annual reviews as well as disciplinary actions and layoffs.
- Planned, set up, and ran a large (20'x30' and 30'x60') marketing booth to demonstrate VICE at numerous military and law enforcement conferences around the US, typically 2-3 times per year.
- Hands-on as needed, including testing, code reviews, debugging, and product installation.
- Personally responsible for delivering over $20M of product to customers in the US and abroad.

Dynamic Animation Systems, Fairfax, VA   06/2000 - 06/2007
Principal Software Engineer / Product Manager

- Manager and lead developer of a small team building a suite of C++/DirectX based graphics and simulation software SDKs, including ApexSDK, DasIG, Force game engine, Phantom, and art asset tools (Level Editor, importers, etc.).
- Lead developer on various 3D simulation software contracts on SGI, PC, and HP platforms.

Dynamic Animation Systems, Fairfax, VA   06/1998 - 06/2000
Lead Software Engineer

- Development of user interface for Course of Action Analysis project for military customer using Java.
- Origination of new game concepts, game design documents, concept art and animations.
- Producer and lead C++ developer on prototype of Pro Beach Volleyball game prototype.

SAIC, Chantilly, VA   07/1996 - 06/1998
Product Manager

- Worked as a Product Manager for various products in the SIMTools family of simulation tools. Managed a small team of C++ developers, terrain/model artists, and technical writers, and provided software development support as needed.

VictorMaxx, Deerfield, IL   12/1995 - 07/1996
Lead VR Application Developer

- Developed the application layer of the AutoDuel concept as a C++ software engineer. AutoDuel was intended to be a location based entertainment center based on the Car Wars role playing game. Although it included some very exciting tech (semi-realistic car cockpit on a motion platform, high-end 3D graphics, and a VR head mounted display), funding for completing the concept was never secured so the project was terminated. VictorMaxx no longer exists.

Gemini Technology, Irvine, CA   09/1994 - 12/1995
Simulation Software Engineer

- Helped develop the OpenGVS product as a software engineer. OpenGVS was a C software toolkit for real-time simulation, including 3D graphics, 3D sound, etc. Primarily responsible for 3D audio and effects subsystems, in addition to applications including a flight path noise visualization for SEATAC airport. Gemini was purchased by Quantum 3D and no longer exists.

Naval Research Lab, Washington, DC   06/1992 - 08/1994
VR Programmer

- Worked in virtual reality research lab in the ENEWS group as a CO-OP doing C/C++ development on SGI workstations. My role was to explore new VR hardware (HMDs, datagloves, etc.), create demos to show off their potential to high-level Navy officials touring the lab, and integrate with a new multi-speaker positional audio system. Also created the Speech Activated Virtual Environment, modeled and textured the interior of our office space, and co-authored a published paper on immersive 3D audio.

EDUCATION

University of Maryland College Park, College Park, Maryland   1994
Bachelors in Computer Science

George Mason University, Fairfax, VA   1991
Psychology & Philosophy Minors

AWARDS & ADDITIONAL INFORMATION

- Certified Scrum Master, Appian Engineering MVP award (2015)