

Samuel J. Ashley

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PROFESSIONAL EXPERIENCE

IT Specialist (APPSW) – GS-2210-12, BLM New Mexico State Office (40 hrs/week) - June 2024 – Present – Santa Fe, NM

- As a lead developer for the BLM New Mexico State Office, I spearhead the development, implementation, and maintenance of multiple web applications within the IT4RM system, which supports key BLM operations such as land management, resource tracking, and regulatory compliance. In this role, I ensure that systems meet the needs of diverse stakeholders, from field offices to headquarters, while driving innovation and optimizing system performance.
- Played a key leadership role in the full-stack development of the complementary PMC, HR, and Job Analysis (JA) applications to streamline and modernize the federal hiring process. These applications form an integrated system that manages the complete lifecycle of a position, from creation by hiring authorities through review and approval by the TO officer in PMC/JA, to final processing and onboarding within the HR module. The development effort spanned an extended period and involved deep collaboration with stakeholders across multiple departments to ensure functionality aligned with complex, real-world workflows. Each application features robust tools such as milestone tracking, dynamic role-based interfaces, multiple communication channels, and progress monitoring to prevent stalls. I was responsible for designing the database architecture, writing backend logic, and building user interfaces, ensuring seamless interoperability between systems while maintaining usability and performance at scale. The result is a comprehensive, long-term solution that significantly enhances transparency, accountability, and efficiency throughout the hiring pipeline.
- Currently working on the full-stack rebuild of the Trust Lease System (TLS) application, a comprehensive tool used for the management and oversight of Trust Leases on Native lands, specifically in Oklahoma and surrounding regions. This application is essential for tracking land usage, regulatory compliance, and financial transactions tied to trust agreements. My responsibilities include redesigning and optimizing the database architecture to enhance scalability, modernizing the backend to ensure faster and more reliable processing, and improving the user interface to create a more intuitive and accessible experience for stakeholders. This rebuild effort aims to improve system performance and future-proof the TLS app for evolving regulatory requirements and technological advancements.
- Provide ongoing development, maintenance, troubleshooting, and optimization for over 30 mission-critical IT4RM web applications used throughout the BLM NM region and nationally. This includes addressing performance bottlenecks, resolving user-reported issues, and implementing new features to enhance functionality and reliability. Key applications such as APD, Realty, NEPA, and Mineral Materials streamline operations across all field offices, including the Carlsbad Field Office (CFO), the agency's largest and most active oil and gas office. My continued work ensures these systems meet the evolving needs of the organization, maintaining scalability, performance, and operational efficiency under high-use conditions.

- Lead efforts to establish data standards and procedures that ensure consistency and integrity across all IT4RM applications, minimizing errors and simplifying data management for users and stakeholders.
- Provide continuous technical support and user training for BLM NM staff, addressing a variety of issues and empowering users to effectively leverage system capabilities.
- Mentor and train new developers, offering hands-on guidance in IT4RM architecture, workflows, and coding standards to ensure consistency and maintain quality across projects.
- Engaged in continuous professional development through college classes and web-based courses to stay current with emerging technologies and best practices, thereby ensuring that all application development and maintenance efforts align with modern standards.

**Applications Developer / GIS Specialist - GS-0301-11, BLM New Mexico State Office
(40 hrs/week) - March 2024 – June 2024 – Santa Fe, NM**

- As an applications developer at BLM New Mexico, I played a key role in the design, development, and optimization of web applications within the IT4RM system, focusing on streamlining internal processes and enhancing user experience. I collaborated with multiple departments to ensure the successful implementation of new features and updates, ultimately improving operational efficiency and service delivery.
- Codeveloped and implemented the IT4RM Opportunity of Project Proposal Submissions (OOPPS) application to standardize and streamline the submission of project proposals for various BLM programs, including those funded under the Bipartisan Infrastructure Law (BIL) through the Ecosystem Restoration Project Portal (ERPP+) and vegetation management projects via the Vegetation Management Action Portal (VMAP). Led the design of the application's database architecture, developed server-side logic, and created user-friendly interfaces to integrate seamlessly with other IT4RM systems. The application supports the submission of proposals for programs such as Wildlife, Cultural Resources, Recreation, and others administered by the New Mexico State Office Division of Lands and Resources. Ensured that the application meets PTA directives, Secretarial Orders, and NM State Director priorities, while also incorporating the processes for requesting Management of Lands and Resources (MLR) funding allocations for projects under \$50,000.
- Overhauled the documents page used across multiple IT4RM applications, enhancing functionality to display associated onsite files within the relevant NEPA Projects, ensuring smoother and more efficient document management.
- Completed an extensive system-wide update across nearly all IT4RM application pages in preparation for a ColdFusion server upgrade. This effort addressed new scope variable handling requirements, modernized outdated "quirks" mode pages, resolved compatibility issues, removed obsolete pages to streamline the codebase, and replaced absolute paths with relative ones to enhance maintainability and portability.
- Responsible for maintaining a high level of performance and reliability across all IT4RM applications, leveraging my expertise in ColdFusion, SQL, and web technologies to continually enhance system reliability and reduce downtime.
- Continued with core responsibilities from previous roles, including maintaining and enhancing 30+ web applications, ensuring data consistency across IT4RM systems, providing technical support to BLM NM employees, and engaging in ongoing professional development through coursework and web training.

**IT Specialist (APPSW) – GS-2210-12 (Detail), BLM New Mexico State Office
(40 hrs/week) - November 2023 – March 2024 – Santa Fe, NM**

- As a dedicated developer supporting the BLM NM/OK/TX/KS organization, I contributed to the maintenance and enhancement of the IT4RM system, which supports a wide range of web applications crucial to managing lands, minerals, resources, and business services across the BLM NM region. My responsibilities spanned multiple IT4RM applications, and I worked to meet the evolving needs of staff, improving operational efficiency and user experience.
- In addition to my continued job responsibilities listed in the permanent position below, I have listed a few accomplishments specific to the IT Specialist detail as follows:
 - Made highly requested updates to the IT4RM GIS module that had not been updated since the app's initial launch. Worked directly with GIS specialists from across the BLM NM region to ensure updates addressed the needs of all office teams. This overhaul improved project tracking and management, resulting in enhanced usability and functionality.
 - Improved data communication between the IT4RM APD Module and the CFO's GIS server by setting up automated data transfers for key fields and adding functionality to delete records from the GIS table when deletions occur in the web application. Developed two scripts to ensure data synchronization: one runs nightly to insert or update records, while the other runs monthly to remove any outdated records, ensuring accurate and up-to-date data across both systems.
 - Implemented design and functionality improvements to a variety of apps, including the APD, PCT, and OV Form 3170 Apps, enhancing the index pages, project pages, and settings pages.

**Applications Developer / GIS Specialist - GS-0301-11, BLM New Mexico State Office
(40 hrs/week) - March 2021 – November 2023 – Santa Fe, NM**

- For more than a year, I held the role of senior developer for the BLM NM/OK/TX/KS organization, commonly referred to as BLM New Mexico. In this capacity, my primary responsibility was to provide guidance and support for the development, implementation, and maintenance of web applications within the IT4RM system. Leveraging my technical expertise and leadership skills, I played a pivotal role in ensuring the seamless operation of critical web applications. By providing strategic guidance and direction, I facilitated the successful development and deployment of solutions that improved user experience and streamlined processes for hundreds of employees. This experience not only honed my technical capabilities but also strengthened my ability to effectively communicate and collaborate with stakeholders to achieve organizational objectives.
- As the sole developer, I undertook the formidable task of constructing a multipage web application tailored for BLM Archaeologists in southeast New Mexico. This project aimed to replace and modernize an outdated Microsoft Access application, necessitated by imminent hardware conflicts. With a strict four-month deadline looming, I collaborated closely with the Carlsbad Field Office (CFO) Archaeology team to ensure timely completion. From conceptualization to launch, I led all aspects of the application's development, meticulously crafting both server-side and client-side architecture. Additionally, I established the SQL environment for data storage and implemented GIS integration to pass relevant data to the CFO's GIS servers for further use. The application boasts robust functionalities, including comprehensive survey report and site report management, an array of intuitive settings pages

for controlling proprietary access and feature drop-down menus, and a dedicated reporting section that enables users to create summary reports of the projects. Upon its successful launch, the application now serves as a vital tool for managing over 22,000 archaeological survey records and more than 20,000 archaeological site reports. This achievement significantly enhances the team's ability to effectively track and preserve archaeological sites across the region, showcasing the tangible impact of technological innovation in facilitating conservation efforts.

- As a collaborative team member, I played a pivotal role in the development of four multipage web applications tailored for BLM NM, in addition to a fifth multipage web application utilized nationally. Working closely with colleagues, I contributed to every stage of the development process, including the creation of both server-side and client-side architecture, as well as implementation in SQL for data storage. Notable examples of these projects include the following:
 - The Helium Payments serves as a cornerstone in tracking and reporting helium well payments across federal lands nationwide. In FY 2022, its pivotal role enabled the management of \$31,973,099 in helium sales revenue, significantly streamlining employee workflows and ensuring efficient financial management processes.
 - The Mineral Materials Application, designed to monitor BLM-owned solid mineral sites across southeast New Mexico, alongside managing contracts with third-party companies for mineral extraction. In FY 2022, this application facilitated the sale of minerals from these sites, resulting in \$1,125,235 in revenue through 159 contracts. Its functionality plays a vital role in ensuring that BLM receives appropriate revenue from these activities, safeguarding financial integrity for the organization's future endeavors.
- As the lead developer, I spearheaded the development and completion of three web applications tailored for BLM NM regional field offices, showcasing my strong leadership capabilities. Two single-page web applications were successfully deployed in the New Mexico State Office, while a multipage application was implemented nationwide across the BLM. Taking charge of all project aspects, I provided direction and oversight throughout, from conceptualization to execution. This included architecting both server-side and client-side components of the applications, as well as establishing the SQL environment for data storage. Notable examples of these projects include the following:
 - The MotorPool Application, a nationally used tool for regulating vehicles owned or managed by BLM offices. This application enables employees to create and track reservations for individual vehicles, while also assisting fleet managers in tracking maintenance and incident reports.
 - The SDE Reports Application, utilized by GIS staff in the New Mexico State Office, plays a critical role in monitoring daily replication scripts for data sharing across BLM NM. By documenting script success or failure, this application ensures seamless data exchange within the region.
- Played a central role in the maintenance and enhancement of over 30 existing web applications utilized both regionally within BLM NM and nationally. These applications serve as integral tools driving the success of BLM NM, with widespread adoption across all regional offices. For example, the CFO relies extensively on these applications, given its status as the largest oil and gas office within the agency. This underscores the crucial role these applications play in ensuring streamlined and efficient operations.
- Established comprehensive data standards and procedures that serve as the foundation for all existing and forthcoming applications. This initiative fosters uniformity and reliability in data

management throughout the BLM NM region, ensuring consistency and integrity across all operational processes.

- Offered extensive support and customer service to employees throughout the BLM NM region, addressing a wide array of web application-related inquiries. This includes troubleshooting project data issues and providing tailored training sessions and suggested corrective actions to enhance user interaction with application interfaces.
- Provided technical guidance and recommendations to BLM management, aiding in strategic decision-making regarding future additions and modifications to the existing web application system.
- Leveraged my strong communication skills to cultivate productive working relationships with BLM employees statewide. By effectively understanding and addressing individual and office-wide requirements, I ensure the delivery of IT4RM system products that meet the satisfaction of all users.
- Conducted group trainings, presentations, and demonstrations aimed at familiarizing users with the functionality and capabilities of both existing and newly updated features and applications within the IT4RM system.
- Contributed to the maintenance and enhancement of the IT4RM system infrastructure by utilizing programming languages including HTML, CSS, JavaScript, ColdFusion, and SQL.
- Created comprehensive documentation outlining IT4RM procedures to support both current and future developers navigating within the system.
- Collaborated with BLM HQ IT personnel to ensure IT4RM remains compliant with all security policies and protocols.
- Consistently engaged in ongoing training through webinars and college courses, reviewing technical literature and software guidance to continuously enhance and adapt our existing systems.

GIS Specialist - GS-09/11, BLM Carlsbad Field Office.

(40 hrs/week) - April 2019 – March 2021 - Carlsbad, NM

- Appointed as a database administrator for a robust multiuser SDE environment.
- Ensured the integrity of spatial data through effective management of versioned datasets, implementing hierarchical roles with varying permissions for user access.
- Implemented quality control measures for widely accessed data by creating and overseeing the replication of editable data. This involved copying the editable data from one SDE geodatabase to a separate view-only SDE geodatabase accessible to office users.
- Managed Python scripts for various tasks, including maintenance of SDE geodatabases and scheduling data replications at set intervals throughout the day.
- Mastered ArcGIS Pro software, integrating it seamlessly into daily workflows and providing training to GIS peers.
- Utilized AutoCAD expertise to design a variety of blueprints for office projects. Examples of these projects list as follows:
 - The Sunset Reef Campground is a reclaimed well pad with 11 developed campsites: five RV spaces and six tent sites. Using captured GPS points and AutoCAD software, I conceptualized and created the blueprint used for building the site.
 - Crafted blueprints to reconfigure an area within the CFO office, optimizing space to accommodate new cubicle additions.

- Provided comprehensive support for mobile devices, conducting training on ESRI Collector, Survey123, and S1 Mobile Mapper applications, and administering AGOL groups and mobile data for over 100 users.
- Developed and taught workflows to enhance field data collection across different departments, optimizing efficiency.
- Created detailed tile packages to maximize the efficiency of mobile data collection software.
- Offered GIS assistance to over 120 users in a growing BLM office, ensuring their needs were met promptly.
- Employed effective task management techniques to handle increasing responsibilities, meeting multiple requests and deadlines efficiently.
- Utilized Model Builder to develop Python scripts, enhancing proficiency in scripting and deepening understanding of functionality.
- Contributed to the BLM New Mexico GIS team, collaborating on large-scale projects to establish and update GIS standards.
- Developed a range of map templates of varying sizes to facilitate high-quality map production by GIS end users.
- Implemented domains and subtypes across datasets to maintain optimal data integrity for multiple users contributing to data entry.

Cartographic Technician - GS-07/08, BLM Carlsbad Field Office.

(40 hrs/week) - Oct. 2017 – April 2019 - Carlsbad, NM

- Acquired comprehensive understanding of multiple SDE databases in a high-volume office environment, mastering versioned editing and replication techniques to ensure data integrity across the organization and statewide.
- Updated and enhanced over 250 spatial data layer files utilized by diverse resource groups, ensuring each file provided a clear and distinct visual representation when displayed alongside others.
- Collaborated effectively as a team player, delivering exceptional GIS support in a fast-paced office setting. Resolved user issues promptly and provided comprehensive training on best practices to empower users in expanding their GIS proficiency.
- Demonstrated expertise in cartographic design by creating a wide range of maps for co-workers, company personnel, and the public, showcasing advanced skills in visual communication.
- Applied in-depth GIS knowledge to optimize workflows within the GIS team, contributing to the development of efficient processes tailored to office requirements.
- Cultivated strong customer relations through regular communication with private industry entities, ensuring the spatial data received was in specified formats to meet organizational needs effectively.
- Entered spatial data for 540 permit applications to drill (APDs), ensuring accurate and comprehensive data input for regulatory compliance.
- Provided comprehensive office support for Trimble devices, delivering training to users to ensure seamless data collection and integration into GIS software for wider office use.
- Leveraged expertise in legal survey plats to train GIS personnel on interpretation techniques, facilitating accurate digitization of new spatial data.

Drafter/Mapper, Harcrow Surveying, LLC**(50 hrs/week) - Feb. 2017 – Oct. 2017 - Artesia, NM**

- Utilized AutoCAD extensively to draft detailed survey plats for various structures across state, federal, and private lands in New Mexico, gaining comprehensive knowledge of drafting procedures across different land ownerships.
- Created a variety of maps using geographic software to visualize spatial data for structures, coupling it with satellite imagery, topography, and land status parcels to convey comprehensive information.
- Managed geodatabases containing client spatial data, ensuring proper storage and organization for future use.
- Participated in field survey work, gaining hands-on experience in utilizing precise GPS hardware to collect geographical data for structures in residential and oilfield locations.

Waste Isolation Pilot Plant (WIPP) Intern, Excel Staffing Company**(40 hrs/week) - Summer 2016 - Carlsbad, NM**

- Reviewed and provided input on revisions to documents for the Delaware Basin Drilling Surveillance Program (DBDSP), including quarterly reports and procedures.
- Offered consultation for the integration of H2S equipment into DBDSP Job Hazard Analysis for hazard control measures.
- Assisted in the creation of maps for various purposes requested by WIPP personnel, supporting decision-making processes for the Emergency Management procedures, a mine exhaust shaft location, and modifications to the Hazardous Waste Facility Permit.
- Reviewed and entered permit and drilling information from the New Mexico Office of the State Engineer into the Delaware Basin Well Tracking Database for monitoring purposes.

Delivery and Customer Services, LMC Services Inc.**(50 hrs/week) - Summer 2015 - Carlsbad, NM**

- Safely operated company trucks and trailers for delivering service equipment across a large geographical region, ensuring timely and efficient deliveries to oilfield and residential locations.
- Coordinated daily deliveries of service equipment to diverse customers in oilfield and residential areas.

EDUCATION**New Mexico State University, Las Cruces NM, Graduated December 2016, GPA 3.357**

- Bachelor of Science in Geography, with a concentration in Geographic Information Science and Technology
- Minor in Geological Sciences.

Central New Mexico University, Albuquerque NM, Current GPA 4.0

- Currently pursuing an Associate Degree in Computer Information Systems (CIS) with a concentration in Web Programming, one course away from completion.
 - Completed coursework in SQL, C#, JavaScript, PHP, C++, Web Technologies, Web Publishing, and Linux OS.

Performance Awards - Bureau of Land Management STAR Awards

- STAR Award — 03/21/2025
- STAR Award — 08/15/2024
- STAR Award — 12/20/2023
- STAR Award — 03/26/2023
- STAR Award — 12/31/2021
- STAR Award — 06/20/2020
- STAR Award — 05/24/2019
- STAR Award — 08/01/2018

Performance Awards - Bureau of Land Management Performance Based Cash Awards

- Performance Based Cash Award — 12/01/2024
- Performance Based Cash Award — 12/01/2023
- Performance Based Cash Award — 11/07/2022
- Performance Based Cash Award — 01/03/2021
- Performance Based Cash Award — 01/19/2020

PROFESSIONAL SKILLS

- Skilled in a variety of coding languages used for web application development including HTML, CSS, JavaScript, ColdFusion Markup Language, and SQL
- Proficient in a variety of coding languages used for web application development including C#, Python, and PHP
- Skilled in ArcGIS, ArcGIS Pro, ArcCatalog, and ArcGIS Online
- Experience in Collector and Survey123 Mobile Software
- Knowledgeable in creating and maintaining server databases
- Proficient in AutoCAD
- Proficient using Microsoft Office Suite
- Excellent Customer Service
- Strong problem-solving skills
- Team Player
- Great attention to detail
- Receptive to feedback and criticism

References

Chris Viramontes – Former IT4RM Coworker, BLM New Mexico State Office, 575-635-6257, cviramon@blm.gov

Calvin Jones – Former GIS Supervisor, BLM Carlsbad Field Office, (619) 920-7836, calvin.d.jones@usace.army.mil

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