Sterling Tian

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Professional Summary

Advanced Scrum Master certified military veteran with a bachelor's degree in Information Science and Technology with 5 years of software development experience.

Technical Skills

Scrum, SQL, Python, Kubernetes, Kafka, Azure Data Factory, ETL Development, Linux, PowerShell, Azure DevOps, Storage Explorer, Keyvault, Airtable, Zapier, Windows Subsystem Linux, CI/CD Pipelines, API, Postman, Miro

Education and Training

Certified Advanced Scrum Master, 2025   Scrum Alliance
Certified Product Owner, 2024
Certified Scrum Master, 2023
Information Science and Technology BS, 2020   University of Wisconsin - Milwaukee
CompTIA Security+ Certified, 2019   CompTIA
AWS Cloud Practitioner Certified, 2019   AWS
Industrial Design, 2016   FZD School of Design Singapore

Professional Experience

Scrum Master | CBRE | Milwaukee, WI   April 2023 - September 2025
- Formed and managed three autonomous scrum teams, empowering developers to adopt an Agile mindset.
- Facilitated company wide seminars to promote Agile principles in the organization.
- Mentored project owners to actualize their product in a value-centered customer-first way.
- Developed working agreements with teams for stronger team cohesion and efficiency.
- Mediated between product owner and developers to create value-based user stories for iterative development.
- Used Miro to facilitate interactive retrospectives to engage the scrum team for more effective team work.

Data Engineer | CBRE|ESI | Brookfield, WI   February 2021 - September 2025
- Created 120 data pipelines with Azure Data Factory to process data using medallion data architecture.
- Scheduled data extraction using API, cronjobs, and Kafka in Kubernetes with microservice architecture.
- Created Python microservices utilizing dataframes to efficiently extract and clean data for Storage Explorer.
- Deployed code and managed versioning using CI/CD pipelines and repositories in Azure Devops.
- Optimized SQL tables/views with partitions, indexes, and efficient queries for optimal dashboard performance.
- Designed and implemented data integration from CRM to Airtable with Zapier to automate data entry.
- Created Airtable automations using Javascript to automate data entry and improve business process efficiency.
- Trained three data analysts to create and manage data pipelines in Azure Data Factory.
- Created a dashboard to monitor pipeline meta data to track the quality of the data products the team provides.

Software Engineer | SmallNeighborhood | Milwaukee, WI   June 2020 - February 2021
- Assisted in design and implementation of DynamoDB, a NoSQL database, with back-end server logic.
- Designed and implemented a filter system for the platform using Lambda Functions, DynamoDB and React.
- Wrote Node.js Lambda Functions to query data from DynamoDB and generated search results on frontend.

Cyber Security Analyst | Tier 1 Gaming Lounge | Milwaukee, WI   July 2019 - March 2020
- Hardened the network by utilizing the Center for Internet Security guidelines.
- Managed network traffic by implementing Snort, an open source IDS/IPS.

USMC Reservist | United States Marine Corps | Green Bay, WI   May 2017 - March 2022
- Managed three fireteams as a squad leader to ensure all 12 marines were prepared for deployment.
- Promoted Corporal with numerous letters of accommodations and meritorious masts.