Jean Minnaar...

BLENDING TECHNICAL EXPERTISE AND MOTIVATIONAL LEADERSHIP TO DELIVER EXCEPTIONAL RESULTS.

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Visionary IT and Software Development Executive deeply rooted in Cloud and Web technologies. Leverages business acumen, technical expertise, and team leadership to deliver solutions superior in quality, scalability, performance, and simplicity. Master at leading development through every phase. Achieves exceptional delivery quality and reduced development time. Big picture thinker with an eye for detail. *Noted for driving business value through:*

- **Technology innovation:** Explores emerging technology trends to support business innovation. Delivers and executes architectural roadmap.

- **Flexible, Decisive Leadership:** Builds highly motivated teams while providing tools, training and knowledge for success. Inspires teams to work with a sense of urgency and an ethic to deliver quality results the first time. Readily accepts 100 percent ownership of initiatives to consistently execute to goal. Excels at gaining buy in.

- **Cost Controls:** Identifies and leads talented people to deliver better and faster results with improved versus organizations throwing dozens of resources at problems. Delivered major product releases six months before their deadlines and well under budget. Delivered one product for $7 million compared to competitor's $49 million.

- **Product Quality:** Achieves highest quality at every step of development. Builds performance into the first iteration delivering scalable applications. Intuitive User Experience apps where users use the apps within minutes.

- **Subject Matter Expertise:** Sought after SME. A cut above peer IT leaders with quick discovery and assessment of business value for new technologies.

Core Competencies that Drive Results Across the Enterprise

Enterprise Architecture	Software design principles	Technology Selection
Cloud technologies	Microservices	Software Start-Up Operations
Team Building	Test Driven Development	Project Management
Agile Development Methodology	DevOps	Managing Offshore Resources

TECHNICAL MANAGER & ENTERPRISE CLOUD ARCHITECT
Capgemini (Sogeti). Client Industry: Health Care Provider (with 50K employees)   2017 – Present

Heading up the Cloud and Web pillar in organization's Innovation Group.

Team builder: Conquer challenges of finding and hiring experienced developers. Expert and driven hands-on educator and morale builder. Empower subordinates and enable development teams.

Recipient of organization's 2018 Excellence Award.

Build a holistic view of and implemented the organization's cloud-first architectural strategy:
- **Serverless**, cloud optimal, patterns. **PaaS** inspired.
- Optimize hosting related expenses. **Flexible expenditure**. Pay for what you use.
- Leverage elasticity of compute and storage. **Auto scaling**.
- Embrace **Immutable principles** -- software and infrastructure. Multi-Stage gated CI/CD pipelines. **Build once, deploy many**. **Infrastructure as Code**. Simpler, accelerated, consistent and highly predictable deployment processes.
- Optimize search experience using a **search engine**. Sophisticated search features: suggestions, faceted search, filters, hit highlighting, sorting and paging. Feature-rich search experiences while distributing IO load between search engines and databases.
- **Compliance** with industry and location-based policies. OWASP protected web sites.
- Utilize **Managed Identities** to keep credentials out of the code and application configuration.
- Consistent and modern cloud-based **API Gateways** for existing back-end services hosted anywhere. A clearing house for all APIs in the organization harnessing the power of APIs. A platform to address the challenges and requirements associated with publishing APIs.
- Utilize **unit test** frameworks while testing components expected to run under an Azure host.
- **Isolate resources** into containers for optimal access control (RBAC), deployment and monitoring.
- Using Azure DevOps to host **private NuGet packages**.

Tools and Technologies:
- Azure Functions
- Azure Cognitive Search
- Azure API Management
- Azure Key Vault
- Azure Managed Identities
- Azure Cosmos DB
- Azure DevOps
- Azure Resource Manager
- Azure Event Grid, Event Hub and Queues
- Azure Active Directory
- Azure Gateway with Windows Application Firewall (WAF)
- Azure Traffic Manager
- Azure Front Door
- Azure CDN
- Azure SQL Database
- .NET Core 3.x, C# 8, Git, Angular, REST
- Microservices plus Cloud Native Apps

ENTERPRISE SOLUTION ARCHITECT
Capgemini (Sogeti). Client Industry: Government   2016 – 2017
Provided technical assessment plus future direction guidance for client's 3-million-line application.

130-page assessment document delivered to client to cover:

- Technical architecture.
- Application Architecture including code observations, following object-oriented principles, service-oriented architecture, microservices, n-tier architecture
- Database architecture.
- Test driven development.
- Infrastructure architecture.
- And concluding on governance, processes, manageability, security, release management, maintainability, extensibility, scalability, performance, availability, recoverability and best practices.

ENTERPRISE SOLUTION ARCHITECT
Capgemini (Sogeti). Client Industry: Technology   2016 – 2016
Took ownership of a five-month work in process AngularJS project for client who lost their architect.

- Stabilized the deliverable. Ended up with 1,480-unit tests for a total of 94 percent code coverage.
- The application went live without a single bug.
- Mentored the client developers on AngularJS and TDD using libraries such as Karma/Jasmine.
- Assisted the client developers with adopting TypeScript and Angular 2.

TECHNICAL MANAGER & ENTERPRISE SOLUTION ARCHITECT
Capgemini (Sogeti). Client Industry: Health Insurance   2015 – 2016
Entrusted as Engagement Manager to manage the relationship with Sogeti's second largest Arizona client.

- Monitored services delivery throughout the project against agreed schedule, quality, scope and budget.
- Reported internally within Sogeti on project performance (services delivery, progress, economics, etc.)
- Influenced and drove client organization's strategic technology roadmap.
- Enhanced and upgraded all the client's mission critical Web portals. These refactoring efforts are made possible, for one, by providing flexible offshore development teams for the client on an as-needed basis.
- Trained, coached, and mentored client developers.
- Established coding standards, development best practices, architectural guidelines, and proof of concepts for the client development organization.
- Lead technical designs for the development teams.
- Helped the business unit getting educated on Agile.
- Consulted organization on using TFS to manage workload and on branching and merging including continuous integration.
- Devised processes to eliminate the typical boundaries between on- and offshore.

Tools and Technical environment: ***Microsoft (hands on)*** –TFS, Windows 2012, IIS 8, SQL Server, .NET, C#, Web API, MVC, NuGet and T-SQL. ***Other (hands on)*** – Dapper, Angular 2, Bootstrap, TypeScript, jQuery, JavaScript, JSON, SOAP and REST.

TECHNICAL MANAGER & ENTERPRISE SOLUTIONS ARCHITECT

Northcentral University   2014 – 2015

Lead and managed multiple web-based applications -- applications using either Microsoft technology stack or Linux-based technologies.

- Provided strategic direction for all relevant technology efforts and managed competing priorities, workloads and activities to achieve multiple project objectives and ensure that information systems are defect-free and meet end-user requirements.

- Prepared and executed project plans to ensure timely and cost-effective resource management.

- Planned and managed budgets, forecasts, projects and associated staffing requirements.

- Responsible for the hiring, promotion, performance evaluation, training, motivation and counseling of employees.

- Served on the Steering Committee together with school deans and senior leadership to collectively envision and support the growth and development of the applications.

- Inherited source code from a third-party software supplier that previously went out of business. Recuperated the software and positioned company to strengthen its market position with essential functionality.

- Converted all students over to the new mission critical learner management application.

- Moved development organization to Angular, Bootstrap, TypeScript and Agile together with overhauling TFS workload management processes.

- Implemented web-based real time audio and video communication between faculty and students – "Skype", if you will, inside a browser providing company with an essential competitive edge.

- 34 out of 39 successful and on time product releases.

- At a technical level, lead company's six development teams on:
  - Defining and implementing vertically partitioned software deliverables based on functional responsibilities. A rather uniquely different software development approach to keep applications skinny and it fits right in with SOA, delivered in this case by way of NuGet packages.
  - Turning a core faculty and student facing application into the Single Sign On principal for the other applications.
  - Identifying performance bottlenecks on the topmost mission critical application and developing appropriate solutions. Results include a 25 times scalability improvement enabling company to sustain its student membership growth.
  - Implementing Aspect-Oriented Programming to take care of cross cutting functionality, thereby imposing the single responsibility, open-close and DRY (do not repeat yourself) principles – the decorator pattern in action.
  - Introducing development teams to essential tools and techniques to improve developer efficiency.
  - Telephony integration with ShoreTel.

Tools and Technical environment: MS Project, TFS, Windows 2012, IIS 8, SQL Server, .NET, C#, Web API, MVC, Entity Framework, NuGet and T-SQL, Angular, Bootstrap, TypeScript, AtTask, WebRTC, jQuery, JavaScript, JSON and REST.

CTO
Sumo Mobi, LLC   2013
Built and operated an application development start-up. Provided feature-rich SaaS applications to enhance individual, team and organizational productivity. Lead all development and testing functions, operations, finance, business development, social and search engine marketing and full SDLC.

- Developed and commercialized Sumo Mobi's flagship productivity enhancement products with the following characteristics: Support for over a 100 device types (desktops, tablets and smartphones), multi-user, cloud-based and serving individuals, middle market companies and corporations.

- Established a modern-day company culture from the outset giving people the autonomy to be awesome. Results reflected in Sumo Mobi's product quality.

- Established a forward-thinking architecture that reduced Sumo Mobi's total code base 55% and resulted in an initial acceptance testing with 2.6% failure rate (16 failures resolved on 600 test cases).

- Developed a CAPTCHA alternative to authenticate users verses Web crawler software more easily and securely.

- Filed User Authentication and a Project Management-related patent.

Technical environment: Microsoft Technologies (hands on full stack), Windows 2012, IIS 8, SQL Server 2012, .NET and C# 4.5, MVC, Web Forms, HTML5, jQuery, jQuery Mobile, Knockout, TFS, JSON, Web API, SOAP, REST, LINQ, T-SQL, Google Chrome store and multiple platforms (Windows, Mac, Android, iOS, Windows Phone and BlackBerry).

ENTERPRISE SOLUTIONS ARCHITECT
ADP Dealer Services   1996 – 2012
Designed, developed and delivered enterprise architecture for this $1.5 billion company. Contributed to automobile dealers' Sales, Finance, Credit, Inventory, Trade-in, Evaluation, Quote, Service, Parts and CRM applications.

- One of three associates out of the 600 in the developer community operating at this level. Being transparent to the entire organization and executive leadership on technical strategy, design decisions, and architecture risk assessment across a diverse set of applications.

- Reduced functional redundancy amongst company's various applications (utilizing dissimilar technologies and running on dissimilar platforms). Devised a Service Oriented Architecture (SOA) augmented to also support UI plugins/widgets.

- Eradicated undesirable company application deployment costs:
  - Drove efforts to convert from single-tenant hosted to Internet-based multi-tenant hosted solutions.
  - Transitioned company to and delivered company's first zero install cost application.

- Evaluated J2EE and .NET and selected preferred technology stack. Performed ongoing proof of concepts on new technologies as they became available.

- Transitioned company (including development centers in Europe) to mobile environment, engineering a mobile infrastructure (to ease mobile adoption) that had zero support incidents in four years. Delivered two major versions of mobile infrastructure well ahead of schedule.

- Moved development from waterfall to agile methodology.

- Mentored developers on test-driven development, SEO and other technologies.

- Developed frameworks and libraries to expedite development cycles. Created efficient "assembly line" for product development.

- Delivered ADP's AJAX solution five years prior to AJAX's commercial appearance.

Most recent technologies: Microsoft technologies (full stack), Windows 2012, IIS 8, SQL Server 2012, .NET, C# 4.5, MVC, Web Forms, HTML5, jQuery, jQuery Mobile, Knockout, VS 2012, TFS, LINQ, Entity Framework, SOAP, NUnit, TDD and SVN.

Prior Experience

PRINCIPAL SOFTWARE CONSULTANT
Blue Cross Blue Shield of OR | Arkla Gas | National Fuel Gas | Morgan Stanley

- **BCBS of Oregon:** Performed data analytics to include development of a sort utility to reduce daily warehouse update cycle time from several days to two hours. Outperformed IBM's DFSORT utility.

- **Arkla Gas:** Managed 50-member software development team. Created utility to inspect compiled code for a series of bugs to ensure quality code from such a large team.

- **National Fuel Gas:** Delivered Utility Billing system at 14% of a similar system's cost. Same functionality but with threefold better response times. System supported 1,000,000 customers with only one incidence report in three years.

- **Morgan Stanley:** Implemented performance improvements reducing weekly batch process from three days to one and a half hours. Saved Morgan Stanley $3M in hardware upgrade costs.

SENIOR ENGINEER, Excel | ENGINEER, Slabbert & Meeding

Education

MBA | BSc Engineering

University of Pretoria, South Africa

Certifications

Sitecore Certified Professional Developer

December 2015

Artificial Intelligence for Everyone

June 2020

Career at a Glance