Thomas Sikes

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# Skills

## Development Experience

|  |  |
| --- | --- |
| Java | 10+ |
| C# | 2 |
| XML | 10+ |
| JEE | 10+ |
| Spring | 10+ |
| Unix scripting | 10+ |
| Web Services (SOAP, REST) | 10+ |
| ESB | 5 |
| Camel | 2 |
| Hibernate | 1 |
| Mybatis | 2 |
| Drools/Oracle Business Rules | 2 |
| Ehcache | 2 |
| EJB, MDB | 4 |
| Junit and TDD | 10+ |
| Mockito, EasyMock, JMock | 5 |

## IDE and development Tools

|  |  |
| --- | --- |
| Eclipse | 10+ |
| Visual Studio | 1 |
| JDeveloper | 2 |
| Jenkins | 3 |
| Maven | 8 |
| GIT | 2 |
| SVN | 3 |
| Jira | 1 |
| Confluence | 1 |
| HipChat | 1 |

## Application and Database Platforms

|  |  |
| --- | --- |
| JBoss EAP | 5 |
| Oracle Weblogic | 3 |
| Tomcat | 10+ |
| Oracle DB | 10+ |
| SQL Server | 3 |
| PostgreSQL | 1 |
| MySQL | 1 |

## Design and Architecture

|  |  |
| --- | --- |
| Requirements Management | 10+ |
| Modelio | 2 |
| Visio | 10+ |
| User Stories | 4 |
| OOD | 10+ |
| UML | 10+ |
| Data Architecture | 10 |
| SOA | 10 |

## Technical Leadership

|  |  |
| --- | --- |
| Scrum Master | 2 |
| Chapter Lead (Analysis) | 1 |
| Coaching | 2 |
| Tech Lead | 10+ |

## Certifications

|  |  |
| --- | --- |
| Certified Scrum Master | 2011 |

# Projects

## Hagerty Insurance

### Systems Analyst Manager

* Co-lead merging of Business and System Analyst roles to help streamline project inception to delivery
* Assisted direct reports to develop technical skills
* Originated and led Lunch-N-Learn programs centered on agile design principles and agile concepts

### Agile Coach

* Assisted the IT organization in their transformation to a more agile mindset. This coaching resulted in the adoption of a number of key practices:
  + long-lived-teams
  + team level accountability
  + relative sizing
  + cross functional and self-organizing teams
  + Colocation of business stakeholders, analysts, developers and quality engineers
* Led the transformation of a large enterprise wide project to agile and served as Scrum Master for two teams
* Provided guidance and recommendations for the adoption of agile portfolio management

**Environment:** C#, Visio, Scrum, Kanban, Jira, Confluence, Hipchat

## Payment Card Processing - Chief Architect

### Royal Dutch Shell

* Architectural design and development ( for high performance system that is also PCI security compliant
* Design and implementation of continuous integration Development of file handling and tracking system
* Remote delivery team Scrum master

**Environment:** UML, Camel, Java, JBoss, JDBC, Jenkins, Mybatis, Nexus, Oracle, RHEL, Roo, Maven, Spring, web services, YML

## Define The “New Style Of It” - Consultant

### Avista Power Spokane, WA

* Designed IT support model using mix of onshore and offshore resources that met the company’s unique needs (mid-sized electric utility with aggressive service restoration goals) while also meeting their cost constraints.
* Mapped the defined needs of the company with the appropriate vendor offerings and provided tailoring guidance to ensure the best fit.

**Environment:** Windows, UNIX, Mainframe, Oracle, SAP

## SOA Transformation Analysis - SOA Architect

### Commonwealth of Kentucky Frankfort, KY

* Developed SOA readiness assessment tool to provide analysis of the state’s ability to undertake a SOA transformation. The tool assesses the areas of:
  + Strength of executive sponsorship
  + Application modernization requirements
  + Legacy data constraints
  + Organizational structure
  + Training and educational needs

**Environment:** C, UNIX

## Automotive Dealer Support System - Application Architect

### Nissan Franklin, TN

* Regained client trust by providing frequent feedback and showing frequent solid progress forward
* Developed performance improvements that resulted in closing over 15 long-standing performance defects
* Created browser based performance tests using Selenium.

**Environment:** Java, JBoss, BizTalk, Ajax, Oracle, Selenium, Java/CICS integration, Maven, Spring, web services

## Health Insurance Claims Intake Service - Performance Architect

### Cigna Insurance Windsor, CT

* Developed best practices for application scaling and environmental configuration leading to a doubling of application capacity
* Originated “Stress and Response” model for performance measurement of batch processes that creates performance projections by interpolating the response characteristics of a known load to estimate the system behavior under differing loads
* Analyzed database diagnostics and recommended tuning changes

**Environment:** Oracle SOA suite, Java, Ehcache, Corticon, Maven, Spring, XML

## Dental Insurance Claims Processing System

### Delta Dental, San Francisco CA

* Integration EDI feeds from trading partners into new claims management solution
* Provided training and consultation for automated unit testing methodologies

**Environment:** Java, EDI, Junit, JMock, XML, Weblogic, Oracle Business Rules, Maven, Spring, web services

## Common Employee Locator

### General Motors, Detroit MI

* Full analysis and architecture of real estate and employee reconciliation system including use cases, class and event models, database and LDAP structure, and capacity plans

**Environment:** UML, Java, Oracle, LDAP

## Secretary of State Driver and Vehicle Licensing Management

### State Of Michigan, Lansing MI

* Design and implementation of driver and vehicle licensing system
* Led the team that designed and developed the interface to the AAMVA driver history and CDL driver databases

**Environment:** C#, SQLServer, IBM MQ, SOAP web services, IIS, XML

## Personnel Management Systems

### General Motors, Detroit MI

* Development of a program of systems related to personnel management.
* Employee self-registration system
* GM People Finder system
* Led the architecture and development of the Employee ID provisioning system

**Environment:** UML, Java, Oracle, LDAP, SOAP web services, XML, WSDL, XSD

# Publications, Presentations, and Classes

## White papers written

* “TDD and Code Katas”
* “An Introduction to Automated Testing Methods”
* “Stress and Stress Response Application Performance Modelling”

## Presentations made

* “Creational Design Patterns using Java”
* “Remote Collaboration Using Google Tools”
* “An integrator’s view of FOSS”
* “Agile and Paper Airplanes”

## Classes delivered

* “Introduction to Object Oriented Development using Java”

# Endorsements

## Sheila McRae

### Sr. Manager at Hagerty Insurance Agency

### [sheila@hagerty.com](mailto:Sheila@hagerty.com) 231 933 3748

I was on the leadership team with Tom during a critical transitory time. Tom was wonderful to work with as we endeavored to bring more knowledge of agile terms and techniques to our teams.

## David Gentry

### Agile Coach at Rural Sourcing Inc

### [david.gentry@ruralsourcing.com](mailto:david.gentry@ruralsourcing.com) 706 250 5400 X5635

I have had the pleasure with working with Tom Sikes for the past six months. I find Tom to be a great architect, systems analyst, and knowledge in both traditional and Agile methodologies. He is easy to work with and cares a great deal about both his direct reports and co-workers.

## Marco Plebani

### Enterprise Architecture IT Manager at a2a

### marco.plebani@[gmail.com](http://gmail.com/) +39 346 06 59 763

I had the honor to work with Tom in an international project. He's really brilliant and he successfully lead the remote delivery group with deep soft skills. His scrum master role knowledge helped him and the team to reach the defined results. Moreover, his hints and suggestions drove the low-level architectural design to the right path.  
I look forward to work with Tom in future!

## Doug Crenshaw

### Senior Project Manager / Program Manager

### [dacrenshaw586@gmail.com](mailto:DACRENSHAW586@GMAIL.COM) 248 703 1934