Thomas Sikes

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# Summary

* Expert designer-developer with over 20 years of experience building solutions across the full software lifecycle using both traditional and agile principles
* Highly skilled in object oriented design and development, with a deep background in system integration patterns and application performance
* Excited about building quality software and systems that bring about positive results for both the customer and the company
* Flexible and enthusiastic professional who enjoys bringing thought leadership to organizations
* A leader with a reputation for integrity, honesty, empathy, and understanding that builds trust and fosters teamwork
* A natural born student and teacher who believes that our first responsibility is to learn and to teach

# Experience

## Hagerty Insurance, Traverse City, MI Nov 2016 – Jul 2017

### Manager of System Analysis

* Standardized the system analysis process leading to better responsiveness to customer needs and desires
* Championed and led the streamlining of the project inception to delivery workflow leading to better team collaboration throughout projects
* Instrumental in the adoption of Confluence, Jira, and Hipchat, reducing the amount of documentation rework and increasing the efficiency of system documentation development

### Agile Coach Nov 2016 – Jul 2017

* Originated and led regular training programs centered on agile design principles and agile concepts, bringing about an increase in the awareness and enthusiasm for agile adoption.
* Agile development skills provided useful insight to reorganization and transformation of the IT department, resulting in the adoption of several new practices within the department.
* Led the transformation of a large enterprise wide project from waterfall to agile methods, bringing the project back on track to deliver on time and within budget

## Hewlett-Packard, Pontiac, MI 8/2008 – Nov 2016

### Application Architect and Java Developer

* Created architectural designs and led development of enterprise system that is PCI compliant and capable of processing millions of transactions daily. (**UML**, **Java, Oracle,JBoss, Camel**)
* Led the implementation of continuous integration systems in combination with TDD practices, enabling teams to move from once a day builds to a continuous build and test process (**Java, Junit, Spring, GIT**, **Jenkins**)
* Delivered an IT support model using mix of onshore and offshore resources reducing support costs by nearly 30% while being sensitive to the client’s unique market obligations
* Developed the “Stress and Stress Response Application Performance Modeling” methodology while developing and tuning a large scale health insurance claim management system that processed over 600k transactions daily (**Java, Oracle SOA suite, Oracle 11g, web services, SVN**)
* Led a team that integrated the State of Michigan driver-licensing system with the AAMVA North American database enabling the management of drivers across all US, Canadian, and Mexican jurisdictions (**C#, web-services, SQL Server**)
* Authored and conducted SOA readiness assessment tools that helped consultants to make training and roadmap recommendations to clients seeking to modernize systems
* Championed and led the design and adoption of 12 factor application design practices for scaling and configuration (**Java, Spring, Oracle, web-services**)
* Implemented run-time improvements that closed over 20 long-standing defects, leading to the renewal of the development and support contract (**Java, Spring, Selenium, JBoss**)

## Electronic Data Systems, Saginaw, MI 4/1989 – 8/2008

### Senior Consultant and Developer

* Led a team of Java Servlet developers to design and deliver one of the first web services architectures at General Motors, resulting in several other web services engagements (**Java, web-services**)
* Introduced Java and Object Oriented Development to the EDS Saginaw development center, growing the team of developer-analysts delivering solutions to several clients

# Skills

## Development Experience years

|  |  |
| --- | --- |
| Java | 10+ |
| C# | 2 |
| XML | 10+ |
| Unix scripting | 10+ |

## Java Technologies

|  |  |
| --- | --- |
| JEE (Servlets, JSB, Struts, EJB, MDB) | 10+ |
| Spring | 10+ |
| Web-services (SOAP, REST) | 10+ |
| ESB | 5 |
| Camel | 2 |
| Hibernate | 1 |
| Mybatis | 2 |
| Junit and TDD | 10+ |
| Mockito, EasyMock, JMock | 5 |

## IDE and Tools

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

## Application Platforms years

|  |  |
| --- | --- |
| JBoss EAP | 5 |
| Oracle Weblogic | 3 |
| Tomcat | 10+ |

## Databases

|  |  |
| --- | --- |
| Oracle | 10+ |
| SQL Server | 3 |
| PostgreSQL | 1 |
| MySQL | 1 |

## Design and Architecture

|  |  |
| --- | --- |
| Requirements Management | 10+ |
| User Stories | 4 |
| OOD | 10+ |
| UML | 10+ |
| Data Architecture | 10+ |
| SOA | 8 |
| Design and Integration Patterns | 10+ |

## Technical Leadership

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

## Certifications

|  |  |
| --- | --- |
| Certified Scrum Master | 6 |

# Publications, Presentations, and Classes

### White papers written

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

### Presentations made

* “Creational Design Patterns Using Java”
* “Google Tools for Remote Collaboration”
* “An Integrator’s View of Free and Open Source Software”
* “Agile and Paper Airplanes”

### Classes delivered

* “Introduction to Object Oriented Development using Java”

# Education

Eastern Washington University, Cheney, WA Bachelor of Arts, Industrial Technology Education

# Professional Conferences and Training

Agile and Beyond 2012 – 2017

Introduction to Cloud Foundry and Cloud Native Software Architecture 2017

Agile Coaches Retreat 2015

HP General Method for Information Technology System Architecture 2014

Scrum Master Certification 2011

Oracle SOA Suite 11g: Building Composite Applications 2011

A Day in the Life of Agile 2010

HP Agile Mentoring Program 2009

# References

## Sheila McRae

### Sr. Manager at Hagerty Insurance Agency

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## David Gentry

### Agile Coach at Rural Sourcing Inc

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## Marco Plebani

### Enterprise Architecture IT Manager at a2a

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