

Andrew A Hamlin

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Profile

Software engineering leader with over 20 years of experience in secure software development as hands-on developer and engineering manager. Championed continuous improvements that have strengthened team health and engagement, improved software quality, and increased productivity. Areas of expertise include team leadership, CI/CD, build & test automation, Scrum, Kanban, XP, enterprise & hybrid-cloud architecture, release management, & global workforce management.

Relevant Skills and Achievements

- Established, managed, scaled and improved Agile (Scrum, Kanban, SAFe) development and delivery practices and provided visibility to executive levels
- Planned and developed distributed enterprise platforms, desktop/web/mobile UIs, infrastructure, and tools in collaboration with Product, Design, QA/QE teams
- Managed development teams up to 30-people incl. remote and on/offshore
- Coached and mentored software developers of all levels

An adaptable, conscientious, inquisitive, and organized servant leader who earned an *Employee Recognition Award* for increasing customer satisfaction scores by transforming engineering operations.

Experience

Gerber Technology, LLC: Tolland, CT

2018-2019

Sr Software Development Manager

- Initiated improvements to software engineering practices incl. code design, code reviews, source code branching, tracking sprint velocity and other metrics; resulting in delivery of 70% more work completed with 86% fewer bugs
- Led backlog grooming, sprint planning, & retrospectives for 3 scrum teams (8 directs, 20 on/offshore contract resources) incl. AWS and API-based integrations

Sailpoint Technologies: Austin, TX

2017-2018

Software Development Manager

- Collaborated with other Engineering and Product Managers to scale agile delivery across 5 scrum teams with high-quality, cohesive feature sets
- Reviewed/mentored on designs in AngularJS, Java Spring, REST APIs, Jenkins CI
- Introduced use of threat modeling tools adopted by Security team
- Managed 8 direct reports, led recruitment and onboarding of 4 new hires
- Served as scrum master of 2 8-person scrum teams of dev and test engineers

Caradigm USA, LLC: Bellevue, WA (Remote) 2012-2016

Software Development Manager & Team Lead: 2013 - 2016

- Led on-time delivery of 2 products as lead developer; scrum master of 8-person scrum teams incl. async messaging, REST APIs, JavaScript SPA, & data warehouse
- Championed adoption of unit tests (TDD/BDD) and integration tests (Selenium)
- Created continuous integration (CI) system incl. gated-checkins, virtualized multi-tier deploy & test automation; achieved >70% end-to-end code coverage
- Exceeded customer expectations by developing validation tools to better serve the technology partners implementing our VDI Client SDK for SSO

Sustaining Engineering (SE) Manager: 2012 - 2013

- Owned team performance against SLAs that governed requests from customer support, professional services & pre-sales teams; earned *Employee Recognition Award* for improved customer satisfaction scores and other KPIs
- Defined OKRs and implemented Kanban to achieve them
- Team delivered 50+ releases to clinical healthcare production environments
- Trained and managed 10-person on/offshore team incl. contract resources

Microsoft Corporation: Redmond, WA (Remote) 2010-2012

Software Development Engineer II

- Designed system architecture and led incremental transition of monolithic Java application to service-based architecture in C#/.NET, WCF, WPF, and PowerShell
- Co-developed self-contained polyglot build system for Visual Studio/MSBuild

Sentillion, Inc: Andover, MA 1999-2010

Senior Software Engineer

- Developed Java, Perl, JavaScript apps and libraries incl. web services (SOAP/XML), load-balancing algorithms, & orchestration of Linux server clusters
- Reduced licensing, support, & fulfillment costs through innovative uses of OSS

Personal

Unplugg Enterprises: Easthampton, MA 2019-2020

- Developed mobile app with Dart/Flutter, Swift, Node, AWS, BLoC & Adobe XD
- Ran business & user development studies with co-founder

Education

Daniel Webster College: Nashua, NH

BS Management and Information Technology