

# 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, software development (incl. Python, Java, C#, JavaScript), software architecture, release management, and global workforce management.

### Relevant Skills and Achievements

- Established, managed, scaled and improved Agile (Scrum, Kanban, XP, SAFe) development and delivery practices and provided visibility to executive levels
- Planned and developed distributed platforms, desktop/web/mobile apps, dev environments 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, known for impactful leadership. Earned an *Employee Recognition Award* for improving customer satisfaction scores as a result of 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, CI/CD, 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); delivered status and risk analysis

**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 technical design of AngularJS, Java Spring, REST APIs
- Introduced the Security team to Threat Modeling
- Managed 8 direct reports; Led recruitment and onboarding of 4 new hires
- Served as scrum master of two 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 two products, as lead developer and scrum master; including async messaging, REST APIs, JavaScript SPA, and data warehouse
- Championed adoption of unit tests (TDD/BDD) and integration tests (Selenium)
- Implemented frontend & backend features in JavaScript, Python, C, and Java
- Created continuous integration (CI) system incl. gated-checkins, virtualized multi-tier deployment & test automation; achieved >70% code coverage
- Exceeded customer expectations by developing validation tools to better serve the technology partners implementing our Python SDK for VDI 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 development & user design studies with co-founder

**Education**

**Daniel Webster College:** Nashua, NH

BS Management and Information Technology