Andrew Hamlin

Software Engineering Leader

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Professional Summary

Compassionate servant leader who emphasizes communication, collaboration, ownership, and continuous improvement. Over 20 years of successive management and leadership accomplishments in teams from 5 to 50+ persons. Implements processes enabling more effective forecasting, better risk mitigation, and lower total cost of ownership for customers.

Achievements

- Implemented sprint planning and team-based estimates at Gerber that increased output 70%
- Collaborated with cross-functional teams incl. Product & Design at SailPoint to automate and scale software development and delivery across 5 full-stack scrum teams
- Led development of polyglot CI/CD pipeline; enabled fully automated build & test coverage of distributed IGA solution at Caradigm incl. Javascript, C#/.NET, Java, Python & SQL Server
- Earned *2013 Caradigm Employee Recognition Award;* achieved 100% of team's SLAs and raised our customer satisfaction scores as measured by KLAS Research
- Developed globalized software platforms complying to HIPAA, GDPR, WCAG2, and SOC2

Work Experience

Technical Co-Founder - Unplugg Enterprises, Easthampton, MA   Apr 2019 - Dec 2019
Developed business plan, ran customer development studies, prototyped iOS & Android app with Dart, Flutter, Swift, Java, AWS AppSync, GraphQL, DynamoDB, and Adobe XD.

Senior Software Engineering Manager - Gerber Technology, Tolland, CT   Apr 2018 - Dec 2019
Championed SDLC improvements incl. design & code reviews that lowered bug rates by 86%. Managed 8 directs & 20 offshore contractors. On-boarded 25 via hiring, contract & acquisition.

Software Development Manager - Sailpoint Technologies, Austin, TX   Dec 2016 - Mar 2018
Supported design, development and automated testing of frontend Angular, Java APIs, and SQL backends. Introduced security threat modeling to technical designs. Scrum master of 2 8-person teams. Managed 8 engineers and led recruitment and on-boarding of 4 new hires.

Software Engineering Manager - Caradigm, Bellevue, WA / Remote   Jul 2013 - Nov 2016
Led 8-person team from planning to delivery of 2 products, as lead developer & scrum master. Exemplified and coached XP practices, e.g., refactoring, pairing, TDD/BDD, & CI/CD.

Sustaining Engineering Manager - Caradigm, Bellevue, WA / Remote   Jul 2012 - Jun 2013
Delivered 50+ releases to clinical healthcare customers by implementing Kanban process.

Software Development Engineer II - Microsoft, Andover, MA / Remote   Jul 2010 - Jun 2012
Designed SOA and led incremental transition from Java to C#/.NET, & PowerShell using TDD.

Principal Software Engineer - Sentillion, Andover, MA / Remote   Dec 1999 - Jun 2010
Automated bare metal install to fulfill initial 300 unit order. Refactored high-availability (HA) solution to use OSS that saved $1K/server in licensing fees. Solved service disruptions caused by faulty LB algorithm, lowering TCO by eliminating significant maintenance costs to customer.

Education

Daniel Webster College, Nashua, NH

B.S., Management and Information Technology