

Andrew A Hamlin

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Profile

A servant leader and software engineer for 20 years with experience in Agile, Waterfall, and hybrid SDLCs; including software development, release planning, enterprise architecture, cloud architecture, test-driven development, containerization, virtualization, automation, systems integration, CI/CD, global workforce management, hiring, and onboarding.

I care deeply about the health and well-being of my team members and colleagues and work hard to build relationships, communicate effectively, and support values that engender innovation and collaboration. I have an expertise in data collection and analysis of project and development workflows for purposes of continuous improvement and achieving predictable, high-quality deliverables.

Experience

Gerber Technology, LLC: Tolland, CT

2018-2019

Sr Software Development Manager

Introduced and advocated for best practices including refactoring, design reviews, and code reviews that yielded 86% fewer defects over 2 major releases.

Championed transparency and data-driven improvements that improved predictability and shortened lead-time to acceptance by 81%.

Educated cross-functional teams of approx. 50 people, incl. PMO and executives, on agile release planning methods, supported its implementation, and transitioned product suite from 1-yr to 3-mo release cycle.

Supported 8 direct reports and 20 offshore contract resources in areas of career development, change management, performance review and conflict resolution.

Responsible for estimation, capacity planning, and feature delivery for 3 project teams working in Agile/Scrum environment.

Sailpoint Technologies: Austin, TX

2017-2018

Software Development Manager

Contributed to and stewarded best practices in code reviews, test coverage, documentation, security and localization.

Automated sprint reporting and aggregation of workflow metrics with Python. Accountable for design, development and validation of features in Java, SQL and Angular.js, such as Multi-Factor Authentication (MFA), OAuth, REST APIs, and Accessibility (Section 508, WCAG 2.0).

Scrum master of two 6-8 person scrum teams.

Coached and evaluated direct reports in career development.

Caradigm USA, LLC: Remote

2012-2016

Software Development Manager & Team Lead: 2013 - 2016

Delivered two products using Agile/Scrum, working collaboratively with product owner and 6-8 person scrum teams incl. modern Javascript SPA, Data Warehouse, REST APIs and Python SDK.

Envisioned and led development of CI/CD pipeline, with gated-checkins and end-to-end test automation, coached team members on its adoption and use.

Developed interviewing and onboarding standards and documentation.

Personally implemented features in C#, SQL, Knockout.js, Python, C, and Java.

Sustaining Engineering Manager: 2012 - 2013

Established and owned prioritization process and service level agreements (SLAs) used to serve customer support, professional service and pre-sales teams.

Drove six month turnaround of operations utilizing Kanban; meeting and maintaining SLAs at 100% success rate; earning *Employee Recognition Award*.

Personally diagnosed and fixed critical fault in custom Java load balancer.

Managed 10-person on/offshore team including 8 contract resources.

Microsoft Corporation: Remote

2010-2012

Software Development Engineer II

Defined architecture and refactoring plan that transformed a monolithic Java app to service-based architecture build with WCF, WPF, and PowerShell.

Co-developed self-contained polyglot build system incl. static code analysis and test coverage used by 40 developers.

Integrated a dependency injection library enabling universal logging and testing of distributed services.

Coached 6-person team learning Windows tech stack.

Sentillion, Inc: Andover, MA

1999-2010

Senior Software Engineer

Developed and maintained IAM/SSO platform and management tools for clustered Linux servers with features in Java and Perl; a *KLAS Top 20 Product*.

Eliminated licensing costs by replacing high-availability software with open source alternatives.

Directly supported customers in a startup environment.

Personal Projects & Volunteer Activities

Unplugg Enterprises: Easthampton, MA 2019

Developed mobile app in Dart/Flutter, performed user research studies, designed UI/UX with Adobe XD

The Master's School: West Simsbury, CT 2014-2015

Created programming elective for students, taught 16 high school students

Covenant Presbyterian Church: Simsbury, CT 2010-2013

Webmaster; developed and maintained PHP/Drupal application

YMCA of Greater Hartford: Granby, CT 2008-2015

Swim Official

Education

Daniel Webster College: Nashua, NH

BS Management and Information Technology

The Recording Workshop: Chillicothe, OH

Certification: Audio Engineering

Certification: Audio Mastering