

Andrew A Hamlin

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Profile

A servant leader and software engineer with over 20 years of hands-on experience in software development, release management, enterprise architecture, cloud architecture, full stack development, test-driven development, systems integration, continuous integration, global workforce management, and team building.

An organized, conscientious team player who has delivered software solutions recognized as leaders in Gartner MQ and by KLAS Research.

Relevant Skills and Achievements

- Management of entire software development lifecycle (SDLC), as scrum master, team lead and release manager in Agile env incl. Scrum, Kanban, SAFe, XP
- Development and implementation of continuous improvement initiatives with measurable results such as sprint velocity, code coverage and quality metrics
- Team leadership, coaching, and mentorship of individual contributors across geographies, cultures, and all experience levels incl. on/offshore and remote
- Communication to executive levels incl. plans, budgets and reports
- Earned the first *Caradigm Employee Recognition Award* for transforming Sustaining Engineering operations and raising customer satisfaction scores

Experience

Gerber Technology, LLC: Tolland, CT

2018-2019

Sr Software Development Manager

- Championed SDLC changes in 50-person software org that resulted in 86% fewer defects and successful transition from 1-yr to 3-mo release cycles
- Led design, estimation, and delivery for 3 project teams, approx. 30-persons incl. 20 on/offshore contract resources, developing in C++, C#, Python, AWS
- Managed 8 direct reports. Mentored 1 manager and 2 dev-leads

Sailpoint Technologies: Austin, TX

2017-2018

Software Development Manager

- Evolved engineering best practices along with other engineering leaders incl. introduction of threat modeling tool adopted by company's Security team
- Served as scrum master of two 6-8 person scrum teams, product managers and UX designers to plan and deliver full stack features in Java, SQL, and Angular
- Developed and owned localization process, added 4 new languages
- Managed 8 direct reports. Led recruitment and onboarding of 4 new hires

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

Software Development Manager & Team Lead: 2013 - 2016

- Led development of 2 products by 6-8 person scrum teams and product owners incl. events-based integration services, JavaScript SPA, and data warehouse
- Championed adoption of test driven development (TDD)
- Created continuous integration (CI) system using TFS, MTM, Hyper-V incl. gated-checkins and end-to-end test automation, achieving >70% code coverage
- Personally implemented Linux services, VDI Client SDK in Python, REST APIs and test suites in Python, Java, JavaScript, C, SQL, Spring, JUnit, QUnit, & jQuery.
- Exceeded customer expectations by additionally delivering validation tools to serve our partner companies implementing the VDI Client SDK

Sustaining Engineering Manager: 2012 - 2013

- Established and owned performance against service-level agreements (SLAs) governing requests from customer support, prof. services & pre-sales teams
- Implemented Kanban to meet 100% of SLAs and earned *Employee Recognition Award* for improved customer satisfaction scores
- Developed and maintained KPIs, dashboards and executive reports up to CTO
- Team delivered 50+ releases to clinical healthcare production environments
- Trained and managed 10-person on/offshore team

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

Software Development Engineer II

- Defined architecture and led incremental transformation of a monolithic Java app 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 IAM platform >99.999% uptime; a *KLAS Top 20 product*
- Reduced licensing, support, & fulfillment costs through innovative uses of OSS

Personal

Unplugg Enterprises: Easthampton, MA 2019

Mobile app development with Dart, Flutter, Swift, Android Java, AWS, & Adobe XD

Education

Daniel Webster College: Nashua, NH

BS Management and Information Technology