

Andrew A Hamlin

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Profile

Software engineering leader with development and team leadership experience in high-tech startups for 20+ years. Champion of cultural and technical improvements that have strengthened team health and engagement, increased productivity, and improved product quality. Areas of expertise include inclusive hiring practices, software development best practices, enterprise and hybrid architectures, CI/CD, release management, and global workforce management.

Relevant Skills and Achievements

- Established, managed, scaled and improved software development and delivery using agile methods (Scrum, Kanban, XP, SAFe)
- Planned and developed service-based 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 offshore
- Hired, coached and mentored software developers from interns to team leads

An adaptable, conscientious, inquisitive, and organized servant leader, known for impactful leadership. Earned an *Employee Recognition Award* for transforming engineering operations that improved customer satisfaction scores.

Experience

Gerber Technology, LLC: Tolland, CT

Mar 2018-Dec 2019

Sr Software Development Manager

- Implemented improvements to product development practices incl. design process, code reviews, Git source control, Jenkins CI, backlog grooming, sprint planning, and retrospectives for 3 scrum teams (8 directs, 20 on/offshore contract resources); resulting in 70% more work completed with 86% fewer bugs
- Planned and onboarded 12 developers into CAD 2D/3D team

Sailpoint Technologies: Austin, TX

Dec 2016-Feb 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
- Led design and implementation of MFA and Credential Cycling integrations
- Managed 8 direct reports; Led recruitment and onboarding of 4 new hires
- Scrum master of two 8-person DevOps teams incl. dev and test engineers

Caradigm USA, LLC: Bellevue, WA (Remote)

Jul 2012-Nov 2016

Software Development Manager & Team Lead: 2013 - 2016

- Led on-time delivery of two new products, as lead developer and scrum master; incl. 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; implemented and managed a Kanban development process to achieve them
- Team delivered 50+ releases to clinical healthcare production environments
- Trained and managed 10-person on/offshore team incl. contract resources
- Earned *Employee Recognition Award* for improved customer satisfaction scores

Microsoft Corporation: Redmond, WA (Remote)

Jun 2010-Jun 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

Dec 1999-May 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

Apr 2019-Jan 2020

- Mobile development with Dart/Flutter, Swift, NodeJs, AWS, BLoC & Adobe XD
- Ran business development studies & user design studies with Co-founder

Education

Daniel Webster College: Nashua, NH

Bachelor of Science, Management and Information Technology