

# APRIL NORTHCUTT

## Software Engineering Manager, Backend Developer

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## SUMMARY

Engineering Manager with 3 years of people management experience, 8 years managing engineering delivery on complex initiatives, and more than 10 years of hands-on technical execution. Leads teams to deliver outcomes while stepping into architecture or execution when needed to unblock progress or accelerate delivery. Known for creating clarity, removing obstacles, and driving progress across ambiguous and fast-moving environments.

## KEY ACHIEVEMENTS

### World Trade Center Survivors and First Responders Claims

Designed and delivered an automated claims platform, reducing processing from 2+ weeks → under 1 hour, and automating batch processing from 2 hours nightly → 2 minutes monthly (1,800× faster).

- Automated data preparation and workflow logic, increasing accuracy and eliminating manual review.
- Saved \$250K annually while improving throughput for federally governed claims.

### Global Data & Reporting Modernization Project

Led an enterprise migration of SQL Server and SSRS reporting into a unified Snowflake + Power BI analytics platform.

- Consolidated 100+ reports and multiple servers, increasing data accuracy and eliminating redundant logic.
- Reduced manual reporting effort by 60%, enabling near real-time insights for executive leadership.

### Application Rationalization & Modernization Program

Directed retirement and dependency mapping across 95+ legacy applications, shared artifacts, and unknown integrations.

- Created inventory, ownership, and retirement decision frameworks.
- Eliminated obsolete systems, reduced operational overhead, and accelerated cloud migration readiness.

### Stakeholder & Delivery Alignment

Restored stakeholder confidence and predictable delivery across multi-team modernization initiatives.

- Removed delivery blockers, re-established ownership and collaboration structure.
- Returned programs to consistent on-time delivery across engagements.

## EXPERIENCE

### Consultant - Engineering & Architecture

#### Private Consulting

📅 01/2025 📍 Broomfield, CO

*Engaged by nonprofits to modernize systems, automate workflows, and improve data transparency.*

- Built an AI-powered document review system using Azure OpenAI and NLP to evaluate written content for clarity and adherence to GAAP requirements, reducing manual review cycles and improving documentation quality.
- Re-architected data ingestion, transformation, and reporting workflows, improving data accuracy and eliminating manual data manipulation through reusable automation components in .NET and SQL.
- Redesigned reporting architecture and automated ETL processes using C#, Python, Power BI, and SQL Server, transitioning from spreadsheet-based operations to scalable, repeatable pipelines.
- Defined system requirements and delivery roadmap, aligning stakeholders on scope, milestones, and implementation priorities.

### Manager, Backend Developer

#### Avanade

📅 03/2016 - 02/2024 📍 Irving, TX

*Scope: 3 years of dedicated people management (1:1s, performance reviews, development plans, retention strategies), plus 8 years serving as technical lead / engagement manager on client projects while remaining hands-on (player-coach).*

- Directed a distributed team of 10–15 engineers, conducting 1:1s, performance reviews, coaching, and individualized development plans that increased internal mobility and reduced attrition.
- Established and led a region-wide retention initiative for the Software Engineering South Region, improving employee satisfaction, engagement, and psychological safety.
- Built career development plans for engineers across multiple levels (junior → senior), resulting in increased internal mobility and decreased attrition.

# EXPERIENCE

- Drove engineering best practices (code reviews, design deep dives, and knowledge transfer sessions), strengthening code quality and cross-team skill competency.
- Scaled delivery across 4–6 simultaneous engineering initiatives, balancing short-term deliverables with long-term modernization strategy.
- Aligned engineering, product, and business stakeholders on roadmaps and backlog priorities, resolving dependencies and improving delivery predictability.
- Facilitated Scrum and SAFe ceremonies (PI planning, backlog refinement, retrospectives), strengthening execution discipline and driving continuous improvement.
- Introduced blameless postmortems and continuous improvement loops, reducing repeated incidents and elevating engineering maturity.
- Authored the delivery roadmap and broke work into epics/features/stories for the employee recognition initiative, ensuring alignment across engineering, product, and business stakeholders.
- Delivered migration of 20+ legacy applications to Azure with zero downtime, reducing technical debt and improving scalability while meeting compliance and business goals.
- Designed Snowflake/dbt data migration frameworks, writing dbt models, SQL transformations, and schema definitions while validating business rules cross-functionally.
- Replaced a polling Windows Service with a SQL Server Service Broker event-driven design, eliminating 75% of manual anomaly detection work.
- Automated SQL Server patching and upgrade processes using PowerShell and standardized runbooks, cutting manual effort by 80% while improving repeatability and cross-team adoption.
- Developed reusable PowerShell/SQL automation templates to prevent server capacity failures, eliminating repeated outages caused by storage saturation.
- Coded, debugged, and enhanced full-stack applications across on-prem, cloud, and hybrid architectures using C#, Java, VB.NET, Angular/React, SQL/PL-SQL, ADO.NET, Entity Framework, JavaScript, and CSS.
- Acted as primary technical escalation point and SME, diving into C#, SQL Server, Snowflake/dbt, and Azure when needed to resolve issues and unblock delivery.
- Co-designed and developed an employee recognition platform, collaborating with DBA's, production, and engineering teams to define workflow logic, schema design, and application code.

## Senior Developer

### Xpedium

08/2014 - 12/2015    Hauppauge, NY

- Led development of cross-platform DSD (Direct Store Delivery) mobile applications using Xamarin, architecting an offline-first solution with C# backend services, SQLite local storage, XAML UI (MVVM, data binding), and REST API integration.
- Engineered SSRS reporting automation by designing complex report packages, creating stored procedures, parameterized queries, and multi-layered SQL views, reducing manual reporting work and improving data accuracy.
- Optimized SQL Server performance by profiling slow queries, applying indexing strategies, refactoring stored procedures, and tuning execution plans — reducing query execution time by 15% and improving nightly processing reliability.

## Software Engineer

### Conexis

03/2014 - 07/2014    Irving, TX

- Engineered a reusable data validation framework using WinForms (C#), SQL stored procedures, and rule-based automation to detect and surface EDI inconsistencies before downstream systems were impacted.
- Automated EDI workflows and processing pipelines, replacing manual data handling with reusable validation scripts and triggers, reducing manual workload by 70% and increasing throughput.
- Owned enhancements end to end, from requirements and architecture through coding, testing, and deployment, while coordinating with business stakeholders and production support.

# CERTIFICATION

ICAgile Certified Professional (ICP)

Microsoft Certified: Azure AI Fundamentals

Microsoft Certified: Azure Developer Associate

Microsoft Certified: Microsoft 365

Microsoft Certified: Azure Administrator Associate

Microsoft Certified: Azure Fundamentals

Certified Scrum Developer (ASD)-Scrum.org Partnership

Green Software for Practitioners (LFC131)

# EDUCATION

## Computer Information Systems

### Associate of Science

- Remington College, Mobile, AL

# SKILLS

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## LEADERSHIP & DELIVERY

- Agile Leadership • Delivery Management • Stakeholder Alignment
  - Cross-Functional Collaboration • Continuous Improvement
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## ARCHITECTURE & DESIGN

- Monolithic • N-Tier / Multi-Tier • MVC • MVVM • Microservices
  - Event-Driven • Domain-Driven Design (DDD)
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## CLOUD, DATA & AUTOMATION

- Azure (IaaS/PaaS/SaaS) • Snowflake • Power BI • Azure SQL • dbt • SSRS
  - CI/CD • Azure DevOps • Git/GitHub • Terraform (IaC) • PowerShell
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## LANGUAGES & FRAMEWORKS

- C# • .NET • VB.NET • SQL/T-SQL • Java • JavaScript • React • Entity Framework • ADO.NET