

Chad Steele **BSEE, MESE**

✉ CHAD@CHADSTEELE.COM  DOWNLOAD



About Me

Simple Solutions to Complex Problems

- As an accomplished Technical Director, Architect, and Lead Software Engineer, I bring over a decade of expertise and innovation to the art of software engineering
- I am a proven leader, engineer, and innovator. I'm a passionate software developer. I have current skills in cutting-edge front and back-end technologies, object-oriented and event oriented programming languages, search engines, object and relational databases
- I am well-versed in DevOps methodologies, CI/CD pipelines, and the latest containerization technologies
- I am an organized manager, and am data and process driven. My teams create context before content, goals before objectives, and celebrate losses and lessons
- I am especially effective with remote developers because I encourage ownership, thoughtful communication, and am objective oriented

Interests

Volunteer, Coach, Mentor and Facilitator

- Over 20 years of experience coaching and facilitating transformational leadership conversations with youth at risk, mentors, parents, and other stakeholders with the following non-profit organizations: boldleaders.org, sosoutreach.org, playforpeace.org, challengeday.org, coloradoyouthatrisk.org
- Volunteered with animal welfare NGOs focused on apes, dolphins, and whales: janegoodall.org, orangutan.org, gorillafund.org, thedolphininstitute.org
- Enjoys travel, kayaking, scuba diving, kitesurfing, and playing the drums

Education

UNIVERSITY OF COLORADO, BOULDER
MESE in Computer Engineering

- Specialized in UX, Artificial Intelligence and Engineering Management
- Dean's List and Honor Role
- Authored a thesis on innovative GUI design for medical devices
- 3.6/4.0 GPA

UNIVERSITY OF WYOMING
BSEE in Computer Engineering

- President's Honor Roll
- Employed as Senior Software Engineer for the Dean's Office of the College of Engineering
- Employed by the Dept of Zoology and developed robotics for neural research on bats, rats and frogs
- Won the International Easter Seal Award for an innovative device that empowered severely disabled using thick film polymers
- My work resulted in a whole new department and degree and several million dollar grants for the University
- Proud member of the Order of the Engineer
- Member of the UW Ski Team
- Managed operations - Sigma Chi House Manager
- 3.4/4.0 GPA

Skills

Leadership

Technical Leadership, Innovation, Engineering Excellence, Proven Leader, Organized Manager, Data-Driven, Process-Driven, Encourages Ownership, Thoughtful Communication, Objective-Oriented, Led Development, Led Projects, Led Digital Agency, Led Engineers, Led Architectural Design, Worked with State Agencies, Led Overhaul, Led High-Performing Team,

Engineering

Vibe Coding, RAG coding, Prompt Engineering, AI/ML Engineering, Software Engineering, Innovation, Passionate Developer, Cutting-Edge Technologies, Object-Oriented Programming, Event-Oriented Programming, Search Engines, Relational Databases, DevOps, CI/CD Pipelines, Containerization Technologies, Robotics Development, Neural Research, AI App Development, LLM App Development, Fake News Detection, AR Solutions Development, Full-Stack Development, Node.js, SolidJS, React Native, React, Python, AI/ML, Cloud Computing, Novel Remote Hearing Diagnostics, Meteor, Node, Typescript, Redux, C#, C++, WebRTC, Twilio, PubNub, AWS, Docker, Terraform, Logistics Orchestration Platform, Elasticsearch, Kibana, AR Gamified App Development, Headless CMS Development, Lucene Solr, .NET, Improved Web Infrastructure, Web Development Pipeline, Application Architecture, Agile, Advanced Programming Skills, Oracle, PL/SQL, Database Expertise, Co-Inventor, US Patents,

Business

Team Management, Goal-Setting, Loss Celebration, Digital Agency Leadership, Persona-Based Marketing, Booking, Conversions, Destination Industry, Ski Industry, Improved Web Infrastructure, Web Development Pipeline, Active Clients, Vertical Markets, Worked with State Agencies, Vendors, Constituents, Contractors, Enterprise Improvement, Streamlined Workflows, Regulatory Platform, NRG Steward, Land Management, Water Management, Livestock Management, Natural Gas, Coal, Oil, Natural Resources Management, Agile, Advanced Programming Skills, Collaborative Partnerships, Project Alignment, Success, High-Performing Team Leadership, Software Architect, Team Lead, Medical R&D Division, Budget Management, Global Recognition, International Awards, Industry Leadership, Innovation, Intellectual Contribution,

Experience

10+ Years of Technical Leadership, Innovation and Engineering Excellence

Nov 2023 - Present • **Cyber Reality, inc. R&D**

Senior Consultant

- Designed and developed an AI app that supports real time conversations with doctors, lawyers, etc. by prompting the user with relevant questions given the content and context of the current conversation
- Developed an AI and LLM app to detect fake news, untruths, and deception in conversation and media
- Developed a crypto gambling game platform
- Technologies used: Python, GCP, Azure, Node.js, SolidJS, React Native, Co-Pilot, Vibe, RAG, LangChain

April 2021 - Oct 2023 • **ObvioHealth**

Team Lead Medical R&D

- Led development of AI-powered medical tools utilizing technologies like Onnx, TensorFlow, and Python
- Developed innovative AR solutions using ARjs and Unity for enhanced user experiences
- Proficient in full-stack development with Node.js, SolidJS, React Native, and other key technologies
- Strong technical skills including React, Python, AI/ML, Cloud Computing, Vibe, RAG, LangChain and more
- Reported to Brian Cohn, Director of R&D

June 2020 - April 2021 • **Audibene / Hear.com**

Senior R&D Engineer

- Led various R&D projects to develop their teleaudiology platform
- Developed a novel remote hearing diagnostics test
- Technologies used: Meteor, Node.js, Typescript, React, Redux, C#, C++, WebRTC, Twilio, PubNub, AWS, Docker, and Terraform
- Reported to Tonio Knuth, Global Head of Tech and Innovation

June 2019 - June 2020 • **Slync.io**

Sr. Fullstack Software Engineer

- Developed a world-class logistics orchestration platform and served some of the biggest companies in the world
- Focused on technologies like Elasticsearch, Kibana, React, Redux, Typescript, and Node.js
- Other skills: Cloud Computing, Node.js, TypeScript, React.js, jQuery, CSS
- Reported to Jason Selvidge, VP of Engineering

Jan 2012 - June 2019 • **Digital Ridge, inc**

CTO / Partner

- Led a digital agency specializing in persona-based marketing, booking, and conversions for the destination and ski industries
- Developed an AR gamified app that enabled guests to quickly find offers and opportunities at resorts and destinations
- Developed an innovative headless CMS using Lucene Solr, .NET, and Node, resulting in improved performance, conversions, SEO, and personalized content
- Partner: Brice Cave, CEO

Nov 2010 - Jan 2012 • **ACTIVE Network**

Technical Director / Architect

- Led over 100 engineers with teams in Colorado, San Diego, Philadelphia, Canada and China
- Improved web infrastructure and the web development pipeline for 1000s of Active clients in 100s of vertical markets
- Primary tech was .NET, HTML, Javascript, jQuery, CSS and SQL, but I introduced Lucene Solr and Java as an architectural enhancement and radically improved performance and features
- Reported to Scott Gustlin, General Manager

Jun 2009 - Nov 2010 • **Healthgrades, inc**

.NET/Java Application Architect

- Led the architectural design and development of high-performance internal applications and integration solutions, ensuring seamless business operations
- Pioneered the application architecture for a leading medical website, adeptly managing over 1 million daily visits with a robust tech stack including Lucene Solr, Apache, C#.MVC.NET 3.0, Razor, SQL, TFS 2010, ASP.NET, and Java
- Reported to Greg Haynie, VP of Technology

2007 - 2009 • **State of Wyoming**

.NET Enterprise Architect

- Worked with over 40 different state agencies, their vendors, constituents and contractors to improve the enterprise and streamline workflows
- I'm especially proud of our new regulatory platform "NRG Steward" that helped manage trillions of dollars of land, water, livestock, natural gas, coal, oil and other natural resources. The platform was so successful that Alaska and Oklahoma bought the platform
- Developed using Agile, C#, .NET, jQuery, Project Management, CSS, Java
- Reported to Howard Sweeney, Director, Governor's Office of the CTO

2006 - 2007 • **Colorado DOT, Parson's Engineering**

Intelligent Transportation Architect

- Led the overhaul and successful deployment of Denver's TREX Intelligent Transportation System, enhancing automated incident detection capabilities
- Fostered collaborative partnerships with Colorado and Florida Department of Transportation agencies to ensure project alignment and success
- Leveraged advanced programming skills in C++, COM, VisualBasic, and Java, coupled with Oracle and PL/SQL database expertise, to deliver robust transportation solutions
- Reported to Gary Gonzalez, Director

2000 - 2005 • **Cobe BCT, inc R&D**

Team Lead / Architect

- Led a high-performing team of 12 engineers as Software Architect and Team Lead within a medical R&D division, overseeing a budget exceeding \$4 million
- Instrumental in achieving global recognition through numerous international awards, solidifying the product's industry leadership for nearly two decades (refer to Spectra Optia)
- Medical Device US Patents #6,790,195, #6,810,719, #7,013,715, and #7,108,672
- Reported to Tim Gordon, Director of R&D

2000 - Present • **Cyber Reality, inc**

Owner / Consultant

MicroMotion R&D

- Designed and developed a cutting-edge, highly profitable real-time embedded system application in C++ for precise oil flow measurement and control using the Coriolis effect
- US Patents: #5,653,887, #5,941,84, #6,318,156, #6,497,674, #6,564,619

Level (3) Communications

- Designed and developed an enterprise-wide "customer first" portal using Javascript, jQuery, C#, and Lucene Solr. This optimized access to internal apps and SQL data, increasing productivity for sales, marketing, and CSR employees.
- Increased productivity, ease of use, and reduced onboarding training from 6 weeks to 6 days

Frontier Airlines

- Developed the new Frontier Airlines website (www.FrontierAirlines.com)
- Developed front-end and back-end services integrating with Sabre and other web services
- Used Java, Struts, J2EE, SQL, IBM Eclipse, Javascript, CSS, and XML

Microsoft / FRx Software

- Designed and developed a new Ecommerce and CRM system for FRx and its partners to manage and coordinate internet sales and marketing efforts
- Uses C#, SQL, ASP.NET and Microsoft CRM

Qwest / CenturyLink

- As Sr. Architect, led a team of 30+ C++ and Java developers on a \$40 million project called "wireless wizard".
- Consolidated wireless phone service and empowered CSRs to manage multiple business systems
- Enabled USWest/Qwest to provide a single phone number for both cell and home
- Integrated data and workflows from 9 data centers for managing accounting, support services, etc., in addition to call routing

Links

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 [RECOMMENDATIONS](#)



Hello,

While I'm happy to tell you everything I like about me, I prefer to let my past speak for itself. See recommendations below, but in case you're in a hurry...

In short, I'm an engineer at heart and love solving problems, and so, I have created a few companies, consulted to many, and always leave a place better than I found it. I have experience as a Founder/CTO, Enterprise Architect, Technical Director, ML/Ai and Fullstack developer. I'm happiest creating simple solutions to complex problems. I am educated as an Electrical/Computer Engineer, Software Architect and XP/Agile Leader. I consistently deliver early and under budget. I am proud of high performance, innovation, and technical leadership in diverse industries. I believe collaboration fosters innovation. I have a passion for simplicity. I see opportunities where others only see problems. I am also a trained facilitator, coach, and trainer. I have worked directly with executive management of several Fortune 100 companies on billion dollar projects including Microsoft, Sun, Active Network, HealthGrades, Qwest, EchoStar, Parsons Engineering and the state governments of Colorado, Florida and Wyoming.

I am the author of 9 US Patents in the oil and medical device industries and am proud to have helped save millions of lives and billions of gallons of oil.

Please enjoy the following reviews...



Howard Sweeney
Program Manager at SEAKR
Engineering

October 12, 2009, Howard
managed Chad directly

Chad Steele is one of the best team members that I have ever worked with in high technology over a 30 year period. After going through an exhaustive interview process with 31 highly qualified individuals originally submitted (some holding PhD degrees in computer science), I selected Chad to work on our team for the State of Wyoming.

As the project manager on this very complex and demanding project, I hired Chad as our .NET Enterprise Architect. Chad proved himself to be an exemplary team member that contributed much more than was originally envisioned when I hired him.

With multi-billions of dollars of royalties, grants, loans, land management, school funding trusts, and minerals on the line, Chad jumped in and was able to bring order and sensibility out of the chaos that he found in the existing legacy systems. Chad was always highly motivated to do the best possible work and he fit in as the perfect team member in a highly charged atmosphere.

I characterize Chad as the kind of leader that I always prefer to work with. Chad is creative, points out issues with a minimum of feathers getting ruffled, and generates solutions that are simple, elegant, and certainly practical in nature. Just as importantly, Chad brings calm into the situation and a sure and steady leadership approach that takes all the elements into consideration and that also goes far beyond the technology.

If you are looking for leadership in technology, then I would suggest that Chad is your man. If you are also looking for a technology leader that also has excellent people skills, is extraordinarily reliable, and is able to work effectively in any culture and deliver results on time and within budget, then I would strongly suggest that you will be hard pressed to do any better than hiring Chad Steele. I am happy to recommend Chad with absolutely no reservations.

If you would like to have a more detailed and in depth discussion, please call me at 303-884-4657.

**Nandita Krishna**

Director, Data Engineering at Healthgrades

August 13, 2014, Chad worked with Nandita in the same group

Chad is not only extremely knowledgeable but also very easy to work with. He always has a can-do attitude and will help everyone with all sort of technical questions. He is an excellent leader and mentor and any company would be lucky to have him. He always has this calm and welcoming aura around him. I would love to work with him anytime . [See less](#)

**Justin England**

AWS Architect at Shaw Communications

August 11, 2014, Chad worked with Justin in the same group

Chad is an innovator and always has a fresh look on developing software. He has the ability to look beyond the common solutions. He was able to apply both classical methodologies and next level solutions to fit the needs of our organization. Chad challenged me to become a better engineer while always making me feel like I great ideas, he made me much better in several aspects of delivering projects. [See less](#)

**Clay Anderson**

Senior Software Engineer at Uber

July 29, 2014, Chad was senior to Clay but didn't manage directly

Chad Steele is one-of-a-kind, an unrelenting innovator, constantly looking for new ways to deliver solutions faster and with greater quality. Chad was application architect while I was a technical lead at HealthGrades. He quickly became a source of inspiration and ideas. He showed me new perspectives on common problems, perspectives I'd never witnessed before, and I've not witnessed since. This enabled and inspired our team to build among other solutions, a self-testing, self-documented, multilingual web service solution. I learned a ton from Chad.

Chad Steele is a valuable asset, and I'd gladly welcome the opportunity to work with him again. [See less](#)

**Michael Donahue**

Wildly experienced facilitator and personal performance coach. Thought partner in essential practices, speaker, author

January 27, 2011, Chad worked with Michael in the same group

Chad is a critical piece to the work of the BoldLeaders Project and a valued member of our team. He can be counted on to challenge and support the people we impact, and his passion for play is infectious. As we operate as a team of people with multiple skill sets, Chad fits perfectly with his thirst for creativity and imagination, coupled with a love of outdoor adventure and risk taking, practiced with the Socratic Method, and his knowledge of system design, software design and project management, makes him the best of partners to bridge informational education with transformational education. [See less](#)

**Steve O'Quin**

Vice President Of Technology
at OrthoFi

July 28, 2014, Steve worked with
Chad in different groups

I am unable to explain Chad Steele without mentioning the level of creativity and imagination which he brings to the workplace. He provides the ultimate definition of 'out of the box' thinking, yet is able to compliment this with a simplistic approach in his solutions in order to solve even the most complex set of problems. In addition to all of the wonderful skills Chad brings to the table as a professional, he is also a fantastic co-worker. I really enjoyed working with Chad and his ability to relate, connect, and contribute to the technical staff at all levels. [See less](#)

**Chad Greer**

Director of Software Delivery
at Brainspire Solutions

July 28, 2014, Chad worked with
Chad in the same group

I had the fortunate pleasure of working with Chad during my last few months at HealthGrades. He is a brilliant leader that uses powerful concepts and themes to unite people. In addition, he has the technical skills to be able to guide design and direction for development teams. I hope one day that he and I will be able to work together on a future project. [See less](#)

**Erik Philips**

Senior Software Engineer at
Kaufman Hall

July 28, 2014, Chad was senior to
Erik but didn't manage directly

I thoroughly enjoyed working with Chad. If I ever had the Chance to work with him again, I wouldn't hesitate. He has an broad skill set that includes abstract architecture and patterns all the way down to implementation (which I saw regularly as proofs of concepts). Chad also has a great attention to details for tasks, not from a micromanagement point of view, but from a systems and business impact point of view. [See less](#)

**Andrea Godshalk**

Project Manager at
Boldleaders

October 25, 2011, Chad worked
with Andrea in the same group

Chad laid the foundation of our online social network (NING) which now has close to 1000 members. He is always prompt, helpful and patient in his support of my learning of html and web development. Chad is a trusted adviser to me in all things web related, he is also a great coach. I have worked with him with hundreds of teenagers in wilderness situations and I can count on him to provide both fun and integrity. [See less](#)

**George Carroll**High Energy Speaker |
Mindset Trainer | AuthorFebruary 15, 2010, George
worked with Chad but at different
companies

Chad has a brilliant mind and an amazing heart. He is someone who places a high priority in serving the people he works with. It is an honor to know Chad Steele.

**Jon G. Lind**

Principal at LIndyne LTD

July 28, 2014, Chad was senior to
Jon G. but didn't manage directly

Chad is a sharp guy. Working with him at Healthgrades he has that gift of combining keen insight and understanding of software architecture while being able to engage with the developers to get things done. He was always one of the first people you wanted to go to when you had a new challenge or opportunity because he probably had the experience and knew the right questions to ask to keep you moving in the right direction. [See less](#)

**Brice Cave -
Architecture, DevOps,
Streaming Media,
Analytics**I am an experienced creative
technologist with an
entrepreneurial spirit!July 25, 2014, Brice Cave reported
directly to Chad

Chad is a compassionate, problem-solving leader that is able to effectively communicate on all levels and develop or implement solutions on a variety of technologies.

I have had the opportunity to work with Chad as a subordinate, as a peer, and as a business partner, and I will do so again in the future. I would not hesitate to choose him for a management position or slogging it out in the trenches. Chad is a master of delegation (admirably), but he will dive in with both hands on the execution if needed. He manages well, listens well, and has a broad understanding of technologies and how to utilize them to achieve the smartest results for the business. He effectively managed multiple teams and multiple projects including offshore developers at my time working for him at RTP/Active. He has really great ideas and that is one of his traits I enjoy the most. [See less](#)

**S H**

Sandia National Laboratories

January 1, 2009, S worked with
Chad but at different companies

Chad has been an excellent coach, mentor, and business partner throughout my professional career. His leadership and insight has been invaluable to the projects we have worked on. He finds that rare balance of challenging people while at the same time maintaining a respectful discourse. As a result any team he is a part of finds levels of performance that would not have been discovered without him. This coupled with his consummate technological skills make him invaluable to any development team. I highly recommend Chad. [See less](#)

**Jeff Stagg**

Senior Cloud Architect

September 5, 2013, Jeff reported directly to Chad

Chad's creative, progressive, cooperative mind helped bring our development practices and projects into the current age of web technology. From leading the way in updating our source control and development processes, to defending the powerful tools we were creating to have a smooth development process, Chad was able to cut our workload and deployment times by an incredible amount. His fun attitude mixed with his knowledge of the field made him a joy to work for, so much that I'm excited when contacted for new work from him and his team! [See less](#)

**Scott Friesen**

Productivity Specialist | Time Management Expert | Trello Consultant | Busyness Killer | Keynote Speaker

February 18, 2013, Scott worked with Chad in different groups

Chad is an energetic leader with a knack for creative and unique solutions. He brings common sense to complex problems that quickly put stakeholders at ease. His positive outlook combined with his personal nature makes him a great asset.

**Ben Berghoff**

Vice President of Business Development at Sol-Lux

February 11, 2013, Chad worked with Ben in the same group

Chad's "never stop improving" attitude makes him an invaluable teammate. It is easy to see he has a vast knowledge in the technology and development space. His communication is such that he is great to work with both in development environments and sales environments. Wherever my career takes me I can only hope to have another resource like Chad on my team. [See less](#)

**Kendall Williams II, MBA**

Senior Financial Analyst at adidas

November 25, 2007, Kendall worked with Chad in different groups

Chad is one of the most impressive individuals you will ever meet. As an ex-military officer I have extremely high standards in regards to integrity, honor and dedication, and I couldn't recommend Chad highly enough.

**David Barrett**

Enthusiastic Technologist and Strategist

January 24, 2007, Chad worked with David in the same group

Chad met changing business and technical requirements professionally and eagerly and provided a wealth of suggestions from his involvement in numerous other application development efforts. He is insightful, disciplined, and very competent.

**Ian Atchison**

Vice President of Insyntrix, Digital Marketing Solutions

October 28, 2005, Chad was a client of Ian's

Chad is an excellent worker and extremely skilled in making technical problems not as difficult through his expertise and creative insights. I highly recommend Chad for any programming challenges.