Contact

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Top Skills

Technical Operations

Information Technology

Federal Government

Certifications

Certified Scrum Master

Dustin Gaspard

Senior Technology leader with 20 years of experience who delivers and leads the adoption of enterprise software. I'm also a tech community leader, helping organize various meetups and conferences.

Metairie, Louisiana, United States

Summary

I'm a results-driven technology leader with over 20 years of experience writing code, standing up infrastructure, transforming organizations, scaling complex systems, and building high-performing teams. I specialize in leading cloud modernization efforts, organizational transformation, agile delivery, and product strategies that drive measurable impact. Recently, I successfully led a cloud modernization and file migration project involving over 5.3 million federal employee records. Throughout my career, I've owned outcomes across the entire software development lifecycle — from change management and UX strategy to CI/CD pipelines and executive reporting.

Beyond delivery, I've helped shape tech ecosystems. I lead the New Orleans AI Conference (NOAI), founded Nola Tech Talks, and advise economic development organizations on workforce strategy and equity in hiring.

Experience

Excella
Managing Consultant
September 2022 - Present (3 years 2 months)
New Orleans, Louisiana, United States

Planned and led all aspects of modernizing a legacy government HR platform into a cloud SaaS platform by leveraging Human-Centered Design, data strategy, and modern software delivery. This transformation enabled government employees to access their HR documents, from hiring to retirement, across all government agencies to which they belonged, including their military service.

Led all aspects of delivery, including change management, UX, analysis, data strategy, development, CI/CD, release management, and handoff to operations.

Engaged with executives and senior leadership across multiple government agencies to convey strategy, issues, and progress.

Partnered with helpdesk and operations teams to enhance self-service capabilities.
Migrated over 5.3 million accounts and 453 million files to the cloud.
Led user acceptance testing involving over 600 users.
Led quarterly program increment planning sessions,
Transformed the culture to promote greater transparency and trust.
Defined program goals, KPIs, and OKRs; established milestones and a 2-year delivery roadmap by leveraging Azure DevOps to generate actionable insights and drive quarterly team commitments.

Established a Project Management Office, enabling a bank to lead infrastructure, data, and development initiatives, which resulted in faster decision-making and improved technical and project oversight.

Led Louisiana hiring strategy, securing over $825,000 in digital media tax incentives for Excella by aligning recruitment efforts with state economic development programs.

Tulane University
2 years 10 months

Exective Director of IT Project Delivery
July 2021 - September 2022 (1 year 3 months)
New Orleans, Louisiana, United States

Leader of project delivery. Project management, business analysis, quality assurance, and software development, integrating with security and operations teams.

Implemented infrastructure-as-code (CI/CD) and Docker solutions, cutting deployment times by 75%.

Raised diversity by 50% within IT hiring pools by restructuring hiring processes.

Received the President's Staff Excellence Award for establishing and leading a 65-member Classroom Experience team that enabled Tulane's return-to-campus initiative during the COVID-19 pandemic.

IT Manager and Guild Leader
December 2019 - July 2021 (1 year 8 months)
New Orleans

Mentor. Created performance metrics and goals. Created a diverse hiring strategy, risk assessments, and capacity planning. Changed the organizational structure to align with IT deliverables and coached leaders to transform the skills and processes of Tulane IT staff.

GE Digital
Technical Development Leader
September 2016 - December 2019 (3 years 4 months)
Greater New Orleans Area

Created a cost-out model to fix a 2 million budget deficit.

Reduced onboarding of new developers from 6 weeks to 3 days.

Reduced contractor costs by $200K per month by designing and implementing talent pipelines, achieving the goals of hiring 50% women, 60% people of color, and 100% local talent in Louisiana.

Led the transformation of complex software products, deploying high-performance mobile and web applications on AWS and other cloud platforms.

Influenced staffing models and negotiated staffing plans with other GE companies.

Mentored developers and coached future leaders.

Capital One
Technical Delivery Manager
May 2014 - September 2016 (2 years 5 months)
Greater New Orleans Area

Scrum master for two teams. Facilitated daily stand-ups, grooming, planning sessions, demos, and team and program retrospectives. Created burn-down charts and status reports of the teams on a daily and sprint basis.

Created the monthly release calendar for our Agile Release Train (ART). Worked with multiple banking teams and product owners to prioritize stories that introduced Gerrit, Sonar, Jenkins, build scripts, and a migration from SVN to Git allowing for continuous delivery while delivering working software.

Created a SAFe release train to ensure communication between the teams and executive sponsors for a new project to an initial production release. Coordinated with several teams to set up infrastructure, troubleshoot enterprise code and fix production issues while building new features.

Lead a Scrum of Scrums (S2) to identify and escalate impediments to leadership. Communicated sprint commitment to the ART. Created a release schedule for the ART. Increased transparency, dependencies, commitments & impediments to executive sponsors. Worked with the ART to coordinate goals and efforts for each PSI. Negotiated with leadership to accomplish individual, team, and release training goals.

Created an internal website named the Scrum Master Launchpad. It was a list of quick links, software, metrics, a getting start guide, and an online forum for all scrum masters to collaborate at Capital One. It's now a site that all new scrum masters at Capital One can leverage.

Delivered presentations and training on agile and scrum.

Assisted with XP development (wrote working code) with the scrum team.

Geocent
Backend Developer
May 2010 - May 2014 (4 years 1 month)

Senior Extract, Transaction, and Load Specialist for the Navy. Developed the system specification and created the workflow and Analytics using PL/SQL and Ab Initio

Developer and Architect for the Department of Child and Family Services (DCFS). Created an Adobe LiveCycle module that generates dynamic (PDF documents) letters via a web portal and a nightly batch process. It allowed DCFS employees to design letters using Adobe Designer to upload the XDP file to an admin portal. From there, users can generate letters completed with user data. A nightly batch from an IBM mainframe operates the exact process.

Scrum Master for multiple teams For the Louisiana Circuit Court. Duties focused on improving the way they work. Facilitate sprint planning, retrospective, and sprint demos. Help the Product Owner groom the backlog. Ensure communication within the team and cross-team collaboration. They are maintained and created metrics so the team and outside resources can follow the project's progress. They reached out for impediment removal.

Senior Agile developer for Chapter 33, a large-scale J2EE project that manages the Post 9/11 G-I bill for the Veterans Affairs Office.

We utilized agile/lean techniques such as paired programming and Test Driven Development in a Scrum environment. Enforced a full range of end-to-end testing throughout the application. (Unit testing, Regression testing, End User testing, FitNess testing, Selenium testing)

Leveraged knowledge of Jasper Reports creating a reporting server. Various reports are digitally distributed throughout the Chapter 33 project in an automated fashion.

Updates and research on the Incident response tool. A tool used to extract data from one production version of the Chapter 33 LTS, redact personally identifiable information and import it into test and development versions of the Chapter 33 LTS.

Gray & Company, Inc.
Software Developer
2009 - May 2010 (1 year)

Created and maintained businesses processes and work-flows utilizing technologies in JAVA, Adobe Flex, Hibernate, VBscript, Javascript, Groovy, Ant, Actionscript, DB2 8.5, DB2 9.xx, DB2 for the System I,

Conducted acceptance testing and coordination of application software configuration management activates for production systems in environments that include DB2, Oracle, Rationale, Eclipse, Red Hat Linux, JAVA, Adobe Flex, Hibernate, VBscript, Javascript, Groovy, Ant, Actionscript, Websphere 4.x, 7.x, Client Server, Web, and MVS IBM AS400 mainframe environments. Provided technical advice and guidance to application development personnel in all phases of the application software life cycle, with an emphasis on testing and production implementations.

Projects: Gray online data (GOLD) - Maintenance of an online application that displayed companies data to customers and associates. The application was powered by Struts, Java 1.4, and a custom object relational mapper.

DB2 8.1 to 9.x migration - Researched, coordinated and implemented DB2 upgrade. There was no direct migration plan from the legacy database to the current release of DB2 provided by IBM. Created SQL scripts that generated the schema of the legacy databases to produce the databases in the new environment.

Image Right Workflow - VBScript backed work flow engine and imaging system that audits a document repository. Once the documents finished various processes, the completed document and attributes would be interacted with Java programs to place the information into GOLD and various other data stores throughout the company.

Diamond Data Systems (Geocent)
Java Developer
March 2008 - May 2009 (1 year 3 months)

Java Enterprise application development using Java 1.4, Java 6, Enterprise Java Beans 2.1 and 3.0 (EJB), Java Persistence Architecture, Swing, Stripes, BEA Weblogic 8.1x, Oracle Weblogic 10.3g, SQL Server 2000 & 2005

Lead programmer for the Bulk Liquid Information System (BLIS) Billing System for International-Matex Tank Terminals (IMTT). Design and developed a J2EE Swing and web based application for keeping track of customer contracts and properly invoicing clients globally.

Maintenance for BLIS. An application that tracks the movement and storage of bulk liquids, (oil, chemicals, etc.) across the globe and manages order entry and facilities scheduling.

Capital One
Web Developer I
2006 - 2008 (2 years)

Created and maintained web applications using technologies such as Java, Hibernate, Spring, ASP, JavaScript, AJAX, HTML, CSS, SQL, JBoss, and Eclipse in for Capital One Bank's Intranet.

InSite Coordinator - Intranet Administrator responsibilities included: content management and creating and tracking the development cycle for new web applications, maintenance of legacy code and past projects, and technical support for current issues.

As the Business Administrator on new projects, duties included: gathering customer requirements, creation of business and technical requirements for the project, and communication with both the development team and the customer regarding application requirements, updates, progress and training. Maintenance of legacy systems and intranet applications. Created test cases and documents for disaster recovery.

Control Objectives for Information and related Technology (COBIT). Created a set of generally accepted measures, indicators, processes and best practices for the development team to be in compliance with Capital One Bank's IT audit tracking standards.

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Education

Southeastern Louisiana University
Bachelor of Science - BS, Computer Science · (August 1999 - December 2005)

Southeastern Louisiana University
Computer Science · (1999 - 2005)