

Howard Kier

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WEB DEVELOPER

Software Engineer with a passion for coding and a unique blend of technical expertise and business acumen. With a BS and MS in Computer Engineering and an MBA, I bring over a decade of experience in web development, IT consulting, and business analysis. Adept at solving complex problems, streamlining operations, and delivering high-quality results, I am committed to continuous learning and effective communication.

NOTABLE ACCOMPLISHMENTS

- Developed and implemented a vulnerable website for CompTIA's web security classes, using React, JavaScript, Vite, Express, and PostgreSQL. This project featured vulnerabilities such as XSS, SQL Injection, and File Inclusion, providing a hands-on learning experience for penetration testing students.
- Designed curriculum content for CompTIA's new Web Development course, including text, video scripts, and labs, while providing actionable recommendations to enhance the proposed curriculum.
- Contributed to the Ghost Buses project as a volunteer with ChiHack Night by providing code reviews, writing, and testing, culminating in the launch of Ghostbuses.com.
- Coded and tested various components for decarbonizemystate.com, contributing to the site's successful deployment and user engagement.
- Wrote "Cyber Scams and You", volumes 1 and 2 published by Bookboon.com.
- Proactively negotiated among multiple stakeholders with conflicting priorities and requirements to work toward a common and satisfying solution.
- Assessed financial performance and streamlined business operations by creating budgets, balance sheets, cash flows, and P&L statements, while analyzing current and future needs, systems, and processes to reduce costs and improve efficiency.

TECHNICAL/COMPUTER SKILLS

- Mainframe: IBM/360 REXX, APL, MVS, JCL and SQL
- Midrange: RPG IV, CL, J.D. Edwards Enterprise Software: A/P, A/R, Financial, Inventory, and Payroll, SQL
- Web Technologies:
 - Front-End Development: React, Redux, JavaScript, HTML, CSS, jQuery, Socket.io, Webpack
 - Back-End Development: Node.js, Express, Sequelize
 - Databases: Postgres, MySQL
 - Version Control: GitHub
 - Cloud & Infrastructure: AWS, Apache, Docker
 - Web Security: OWASP, Secure Development Lifecycle, Penetration Testing
- Other Skills: MS Office (Word, Excel, PowerPoint, Access), SDLC, System Conversion Strategies, Project Management and Planning, Financial Analysis, Process Improvement and Testing Processes

CURRENT PROJECTS

- Creating a patient medicine management system to remind patients to take their medications, call the pharmacy for refills and even schedule doctors' appointments when required.

PROFESSIONAL EXPERIENCE and ACCOMPLISHMENTS

FREELANCE WEB DEVELOPER, Schaumburg, IL.

2018-2024

Consultant/Web Developer

Partnered with clients to determine project requirements and delivered high-quality results on-time and within budget.

- CompTIA+ Vulnerable Website Design and Implementation for Web Security Training
 - Designed and implemented a vulnerable website to demonstrate web security concepts in CompTIA's penetration testing courses.
 - Utilized modern technologies, including React, JavaScript, Vite, Express, and PostgreSQL, to build the site.
 - Incorporated key vulnerabilities, such as Cross-Site Scripting (XSS), File Inclusion, and SQL Injection, to teach students practical vulnerability detection and exploitation techniques.
 - Delivered a fully functional training tool that enhanced students' understanding of web application vulnerabilities and ethical hacking methodologies.
- CompTIA+ Web Development Curriculum Development
 - Created comprehensive course materials for a new Web Development class, including text content, video scripts, and interactive lab exercises.
 - Evaluated and provided actionable recommendations to enhance the proposed curriculum, aligning it with current industry standards and learner needs.
 - Collaborated with subject matter experts to ensure technical accuracy and engaging delivery of educational content.

- Updated and migrated 2 websites for the Friends of Wilderness Road from an old HTML based website to a content management system (WIX) which will allows the client to regularly update website content themselves rather than a developer.
- Developed stevenrosenblum.com to support a local candidate's campaign for local Board of Education.
- Supported the Chicago JavaScript monthly meetup by developing and delivering 30–45-minute technical talks. Recent topics have included "Putting Prop Drilling in Context" and "Legal Development."

HARDESTY, HACKETT and PARTNERS, Atlanta, GA./LEGACY ANALYTICS, Rolling Meadows, IL. 2013 – 2017
Management Consultant

Analyzed current business status (financials, operations, personnel and systems) to identify problems, presented improvement recommendations and implemented the changes for companies in the manufacturing, restaurant, retail, logistics and trucking industries.

- Accurately analyzed work processes, systems, organizational function and structures using interviews, observation, data and statistical analysis studies to determine where and how to generate measurable benefits resulting in an average of \$125K savings per year per client.
- Organized employees into logical departments to improve communication, reduce errors and minimize organizational dysfunction.
- Prepared written and oral feedback, presentation materials, critiques, systems documentation, process descriptions, proposals, standard operating procedures, evaluations, data summaries and reports.
- Determined Key Performance Indicators (KPIs) and trained client executives in the effective use of management systems, tools, and techniques to better monitor company status.

MAGICAL MOMENTS PHOTOGRAPHY, Schaumburg, IL. 2002 – 2013

On-location photography studio specializing in weddings, special occasions, and corporate events.

Business Owner and Operations Director

Operated and managed on-location photography business. Planned and implemented marketing, financials, and business operations. Directly managed staff of 5, including employees and contractors responsible for sales and photography.

- Evaluated and selected vendors and project partners based on cost, services, and client satisfaction.
- Reviewed and updated business plans twice a year.
- Performed competitor and market analysis on products, services, and pricing twice a year, predicted product sales, designed product offerings, and established pricing.
- Investigated impact of current and predicted future economies and incorporated this information into the business plan.
- Assessed financial performance of business, creating budget, balance sheets, cash flows, and P&L statements twice a year.
- Worked closely with clients to clarify requirements, expectations, and offer solutions.
- Managed accounts payable and receivable ensuring consistent cash flow in all seasons by managing client payment schedules.
- Collaborated with publisher, venue, florist, planner, and baker to create party-scape for Wedding Guide Chicago magazine.
- Collaborated with studio to execute on site printing in response to unique client request.

EDUCATION and TRAINING

MBA, Southern Methodist University, Dallas, Tx., Beta Gamma Sigma honor society member

MS, Computer Engineering, Syracuse University, Syracuse, NY.

BS, Computer Engineering, Syracuse University, Syracuse, NY.

Approved Business Instructor, Professional Photographers of America, Atlanta, GA.

VOLUNTEER ACTIVITIES

CHIHACK NIGHT, Chicago, IL.

2018-Current

VERY INTERESTED PARENTS, Schaumburg, IL.

2014-Current

BOY SCOUTS/CUB SCOUTS, Schaumburg, IL.

2009-Current

SAXON BAND BOOSTERS, Schaumburg, IL.

2017- 2021