

HOWARD LEON CHATMAN III

Full-Stack Software Engineer | Systems Architect & Automation Strategist | Fire & Life Safety Expert

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EXECUTIVE SUMMARY

Technology leader, full-stack software engineer, and entrepreneur with 15+ years building, scaling, and operating businesses in fire protection, security systems, and building infrastructure. Now applying that deep operational expertise to architect and code intelligent business systems that solve real-world problems — from missed revenue and manual workflows to decision-making bottlenecks. Proficient in front-end and back-end development, database architecture, API design, and voice automation integration. Founded and grew a fire & life safety company to \$1M+ annual revenue serving enterprise clients including Walmart, H-E-B, and ADT. Currently leading Chatman Inc., a business architecture and software firm, and AIVA Connect, a voice-powered decision platform built from the ground up. Unique ability to bridge regulated, high-stakes industries with modern software engineering and intelligent automation.

CORE COMPETENCIES

Software Engineering	Full-Stack Development, Front-End Development (React, Next.js, HTML/CSS, Tailwind), Back-End Development (Node.js, Supabase/PostgreSQL, REST APIs), Voice Automation (Retell.ai), SaaS Platform Architecture, CI/CD (Vercel, Git)
Intelligent Systems	System Architecture & Design, Voice Engineering, Workflow Automation, Decision Logic Systems, Prompt Engineering, LLM Integration, Product Development
Business & Strategy	Business Architecture, P&L Management, Revenue Growth, Client Acquisition, Strategic Planning, Go-to-Market, Pricing & Monetization
Operations	Project Management, Compliance & Code Enforcement, Vendor Coordination, Remote Team Leadership, Multi-Site Operations, Agile Process Design
Fire & Life Safety	Fire Alarm Systems, Security Alarms, CCTV, Access Control, Fire Sprinklers, Fire Extinguishers, Inspections & Monitoring, Structured Cabling

LICENSES & CERTIFICATIONS

Texas State Security License (ACR/PSB) | NICET Certified | Texas Fire Alarm License | Fire Sprinkler License

PROFESSIONAL EXPERIENCE

CEO & Software Architect

Chatman Inc. | Houston, TX (Remote)

Jun 2025 – Present

- Lead design, development, and deployment of intelligent business systems integrating strategy, software engineering, and operations for clients across real estate, construction, professional services, healthcare, and technology.
- Architect and code automation-driven workflows and internal tools that reduce missed revenue and operational bottlenecks, translating complex technical capabilities into production-ready software solutions.
- Advise founders and executives on technology adoption, system architecture, monetization, and scalable software design including front-end interfaces, back-end services, and database schemas.
- Design, program, and ship custom web applications, platforms, and automation systems aligned to specific business objectives and KPIs.

Founder & Systems Architect

AIVA Connect | Houston, TX (Remote)

Nov 2025 – Present

- Founded and engineered a voice-powered decision platform from the ground up — handling full product lifecycle from concept through architecture, coding, testing, and deployment.

- Built full-stack SaaS application using React/Next.js (front end), Supabase/PostgreSQL (back end and database), Retell.ai (voice engine), Vercel (hosting/CI/CD), and Resend (transactional email) — implementing intelligent call routing, decision logic, voice automation, and human escalation.
- Programmed operational workflows, API integrations, and real-time data pipelines focused on speed, accuracy, and measurable business impact with continuous iteration based on production usage and performance metrics.
- Platform serves as a live, production-grade case study in embedding intelligent automation into daily operations to improve margins, responsiveness, and scalability.

Founder

United Through Change (Nonprofit) | Houston, TX (Remote)

Apr 2025 – Present

- Founded nonprofit focused on education, financial literacy, and workforce development for underserved communities.
- Designed organizational architecture, program delivery systems, strategic partnerships, and scalable processes for resource allocation and impact measurement.

Founder & Principal — Building Systems & Operations

Modern Green Building Solutions | Houston, TX

Nov 2024 – Nov 2025

- Owned and operated a building infrastructure and systems firm delivering networking, automation, and life-safety solutions for commercial facilities.
- Led operations across project management, compliance, vendor coordination, and client delivery in regulated environments where decisions directly impacted cost, safety, and timelines.
- Implemented software-driven automation and system improvements to increase operational efficiency; applied early intelligent workflow tools to streamline complex processes.

Project Manager

VSC Fire & Security, Inc. | Houston, TX

Jun 2023 – Dec 2024

- Led launch and operational scaling of a new security division, overseeing end-to-end systems including sales operations, project delivery, compliance, staffing, and financial workflows.
- Managed enterprise accounts for Texas including large-scale contract work; personally acquired major national clients for ongoing service agreements.
- Designed cross-functional processes connecting inbound demand to installation, billing, and long-term service — managing 20–30 concurrent small jobs and 3–5 large projects.
- Quoted and managed skilled trade construction projects across fire protection and security disciplines ensuring code compliance.

Co-Founder & Platform Architect

Black Cigar Festival (BCF) | Houston, TX

May 2019 – Sep 2024

- Co-founded and scaled a multi-city cultural and business platform promoting Black-owned brands through recurring high-engagement live experiences with 1,000+ attendees.
- Built operational, marketing, and monetization systems — coordinating vendors, sponsors, partners, logistics, revenue flows, and audience growth.
- Implemented data tracking and feedback loops to improve attendance, vendor performance, and event outcomes across multiple locations.

Founder & Managing Director — Life Safety & Security Systems

Chatman Security & Fire | Houston, TX

Jun 2009 – Sep 2024

- Founded and grew company from home alarm installations to a full-service fire protection and security firm generating \$1M+ annual revenue.
- Led strategic expansion into fire sprinklers, fire alarms, fire extinguishers, CCTV, access control, monitoring, inspections, structured cabling, and server room infrastructure.
- Designed end-to-end operational systems spanning sales, estimating, project execution, inspections, service, monitoring, billing, and compliance.
- Oversaw large-scale installations for ground-up new construction, tenant improvements, and retrofits; managed vendor relationships, subcontractors, and field operations across multiple service lines.
- Enterprise and national clients included Walmart, H-E-B, Dillard's, Stanley Security, Protection One, and ADT — individual projects exceeding \$100K.

Install Manager

Digitech | Alexandria, VA

2007 – 2008

- Installed and integrated access control, camera, security, and fire alarm systems into U.S. government buildings including Office of Emergency Management and Homeland Security / Customs & Border Patrol facilities.

Logistics & Operations Specialist

United States Army Reserve | Multiple Locations

2001 – 2008

- Served in mission-critical operational roles supporting large-scale logistics, equipment readiness, and field operations in high-accountability environments.
 - Maintained and deployed complex mechanical systems across multiple vehicle platforms; executed procedures within highly structured command and reporting systems.
 - Developed discipline, leadership, and operational reliability under pressure — principles that directly inform approach to scalable business operations and intelligent system design.
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E D U C A T I O N

Bachelor of Business Management

University of Houston

T E C H N O L O G Y & D E V E L O P M E N T

Languages: JavaScript, Node.js, HTML5, CSS3, SQL (PostgreSQL)

Front End: React, Next.js, Tailwind CSS, Responsive Design

Back End: Supabase, PostgreSQL, REST APIs, Serverless Functions, Edge Functions

Voice & Intelligent Systems: Retell.ai, LLM Integration, Prompt Engineering, Voice Automation, Decision Logic Systems

DevOps & Tools: Vercel, Git, GitHub, VS Code, CI/CD Pipelines, Resend (Email API)

Platforms: SaaS Architecture, Web Application Development, Database Design, API Design & Integration