

Scott Harvey

VP of Engineering/CTO

Lake Oswego, OR - Email me on Indeed: [indeed.com/r/Scott-Harvey/2f0906e3348eb1ef](https://www.indeed.com/r/Scott-Harvey/2f0906e3348eb1ef)

A highly technical hands-on leader and engineering executive that delivers quality, practical and innovative solutions to complex business and technical problems. An expert in software architecture, concurrent product development, product integration, and deployment. Skilled in pre- and post-sale customer interactions, problem solving, and consensus building. Proven in building and transforming teams, motivating employees, identifying opportunities, and directing all aspects of the product life cycle.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

WORK EXPERIENCE

VP of Engineering

Atmosera - Beaverton, OR - January 2016 to Present

As the leader of the engineering, research and innovation organizations, reporting directly to the CEO, I am responsible for all technical pursuits. I have transformed the engineering organization from a complete infrastructure focus to a DevOps, Automation and Product mindset. Responsible for creating and maintaining the Azure cloud practice and partnering with Sales and Marketing to drive business and increase revenue.

Accomplishments and Activities:

Leadership:

Effectively lead the activities of the Engineering department (\$1 million in payroll budget) to meet aggressive product delivery schedules for automation and DevOps processes using an Agile development processes.

Morphed the engineering department from a complete hardware infrastructure focus to an effective and focused software development/DevOps team.

Improved hiring standards to focus on targeting and acquiring top-tier talent.

Launched an intern/new college grad hiring program that has brought in excellent new talent at fractions of FTE costs to accelerate development times.

Effective public speaker and presenter both internally to the Board of Directors (monthly) and externally at Microsoft and other Atmosera sponsored events. I have delivered presentations to audiences over 200 attendees. Topics have ranged from BC/DR planning to DevOps practices in Azure.

Created new product introduction and evangelism processes to ease transition to new methods for internal teams.

Managed many external development projects augmenting the internal team with external resources to jumpstart product development.

Conceived and realized new products that enabled an entirely new line of business and channel opportunities for Atmosera.

Drove Azure philosophy within Atmosera resulting in the Azure sales component of the pipeline to become the fastest growing component of the FY17 business.

Product Development and Engineering:

Defined, created, and introduced a New Product Introduction process. A novel approach to development of products for Azure managed services.

Introduced 8 new products for the managed Azure space.

Introduced 1 Azure marketplace application to facilitate deletion of PII and PHI from compliant Azure environments.

Lead the Azure Solution Architects by engaging directly with potential clients in pre-sales engagements to define technical stack and Azure migration strategy for clients applications. This includes drafting of the solution proposal as well as post sales support during implementation.

Responsible for new Line of Business creation in the sub-markets of Azure. I have devised and implemented solutions for IaaS migrations, backup, and archive as well as PaaS service migrations utilizing SQL, App Services, Azure Functions, Azure data lake, Elastic DTU pools, and Azure Active Directory.

Created PowerBI visualizations to client Azure spend data to pinpoint spend characteristics and highlight cost reduction areas.

Released migration assessment methodologies to capture on-premise workloads and derive Azure migration plans.

Efficiency:

Successfully re-negotiated storage, router, switch, and firewall vendor contract to reduce cost in all cases but by over 50% in some cases.

Created automation (infrastructure as code) and Chef cookbooks for desired state configuration for the Operations department resulting in environment build times decreasing from days to hours.

Negotiated long term quotes with suppliers to move away from a just-in-time quoting method which drove pricing variation and slowed the sales cycle.

Augmented the Quote-to-cash process to include one time pricing for cost recovery in implementation and deployment creating an entirely new revenue stream previously untapped.

Designed the Quote-to-cash to Billing flow implementing a Salesforce CPQ to Zuora integration in an incredibly complex product environment including one-time, pre-billed, monthly recurring, usage and overage billing models.

Devised a new quoting process for sales to facilitate implementation by utilizing Salesforce CPQ guided selling templates to ensure accurate and realistic quoting.

Director of Engineering

APCON - Wilsonville, OR - 2013 to January 2016

As the head of the engineering organization, reporting directly to the President and CEO/Owner, I am responsible for the following teams: Hardware, Software, FPGA, Engineering Test, and Technical Publications. In this role I direct all engineering activity at APCON which consists of supporting multiple product lines spanning embedded, server-based, and mobile segments, all supporting the network monitoring and visibility market.

Accomplishments and Activities:

Leadership:

- Effectively lead the activities of the largest department (\$4.5 million in payroll budget) in the multi-site company to meet aggressive product delivery schedules and release dates using an Agile-light, feature driven development process.
- Transitioned the engineering department into a disciplined, organized, focused and effective team.
- Improved hiring standards to focus on targeting and acquiring top-tier talent.
- Pioneered team building and retention activities which have improved employee work satisfaction, lowered turn-over, and increased employee engagement.
- Launched an intern/new college grad hiring program that has become the corporate model for hiring.
- Panel contributor at Sharkfest '14, guest lecturer at Portland State University, Cisco User Group guest speaker, and speaker at many corporate meet-and-greets as well as recruiting events.
- Principal presenter at twice yearly corporate sales conferences, explaining complex topics and concepts to sales, inside sales, professional services and the sales engineering organization.
- Implemented an interviewing/hiring program that brought soft costs of the hiring process down nearly 60%.

- Put in place a technical ladder in the engineer department to both evaluate and incent team members. Moved from a 2-level system to a 7-level system to better coach and develop individuals.

Product Development and Engineering:

- Over 40 successful software releases supporting 15 existing and 7 new hardware products including two new designs that went to market on the first hardware revision and one of those was the densest 12.5Gbs SERDES board the company has ever produced.
- Define product requirements by gathering customer data through face-to-face meetings, trade show appearances, calls, analyst discussions, and research.
- Corrected serious quality and design issues moving the field MTBF from 3 days to five nines reliability.
- Architected and launched flagship XR product line moving APCON products from a circuit switched to a packet switched infrastructure running at a company first 12.5Gbs SERDES rate to the switching layer.
- Introduced the first corporate HDI design facilitating a lower layer count and driving the overall board costs down by over 20% due to the elimination of the back-drilling fabrication step.
- Integrated multiple switching technologies (ASIC, FPGA, NPU/CPU) in hardware designs to better address customers' needs over the product line by improving flexibility against the cost/benefit curve.
- Conceived, specified and drove development of the APCON virtualization solution for monitoring virtualized networks. The current IntellaTap-VE offering addresses the Linux KVM space, with current development focused on Hyper-V and vmWare environments.
- Released the first ever 100G product based on 28Gbs SERDES technology.

Efficiency:

- Corrected deficiencies in the technical publications process and moved product documentation from 6 months late to documentation being released with the product.
- Re-architected and re-launched the TITAN XR EMS product to ease usability and enable instant feature parity between the EMS and the switch software cutting development effort in half and improving time to market by 100%.
- Shifted to recognizing revenue from software development by moving to a software licensing model which offers subscription, perpetual, node-locked, and floating options for software services.
- Improved Flex/Flash GUI development through proper requirement gathering and dissemination which has reduced by half the number of iterations for new GUI designs.
- Developed the engineering product requirement and development process resulting in fewer engineering design misses and adding accountability and buy-in at the individual contributor level.
- Successfully negotiated software tools contracts with vendors like Cadence, Xilinx, Mentor Graphics, and Klocwork saving the company over \$2 million.
- Created an engineering test team that has reduced defect escapes from Engineering and shortened the verification cycle by 50%.
- Implemented continuous integration through static code analysis, design/verification testing, simulation, and unit testing reducing the number of engineering bug escapes by 90%.

Director, Software Engineering

Overture Networks - Research Triangle Park, NC - 2001 to 2013

As a technical leader and Director of Software Engineering I was responsible for the platforms of all Overture Networks' products. I reported to the Vice President of Software Development, and supported all product lines.

Accomplishments:

- Built an "A" level team and effectively directed the activities of 30+ managers and local engineers to meet aggressive dates using an Agile-light process.
- Drove entire engineering department of over 70 resources (FPGA, hardware, software, and test) to the initial release of the award winning Overture 6500 product.

- Member of a cross-functional team to estimate schedules and contribute content for over 12 major releases per year across all products.
- Contributed to the Quality Process definition, ultimately achieving corporate TL 9000 certification.
- Allowed for a net \$300k per year cost savings by moving OS development in-house.
- Support customers directly through TAC escalation or pre-sales integration of products.
- Hired or influenced the hire of over 85% of the pre-merger RTP SW team.
- Architected the platform layer of all MaestrOS products.
- Brought to market 11 products from small CPE devices to large co-located aggregation gear.
- Recognized as a system expert for MaestrOS products, both HW and SW levels.

Senior Engineer

Fujitsu - Raleigh, NC - 1999 to 2001

Technical lead for the development team responsible for the SNMP UI layer of a Linux based access product. Responsibilities included generation and review of design documents from marketing requirements, technical direction of team members, presentations to management, implementation, testing and debug of new features.

Senior Engineer

Siemens - Lake Mary, FL and Munich Germany - 1997 to 1999

Member of the development team which introduced and supported line cards to allow Siemens EWSD class 5 office switch to interface to Stromberg-Carlson DCO Line Trunk Groups (LTGs). Responsibilities included generation and review of design documentation, implementation, testing, and debug of features.

Senior Engineer

Gilbarco - Greensboro, NC - 1994 to 1997

Sole development engineer responsible for the Generic-CRIND product this includes design, documentation, test, and support for a Z180 processor based embedded system design. The system included a color LED display, keypad, printer, encryption hardware, and magnetic card reader.

Database Developer/GIS Administrator

State of NC - Div. of Coastal Mgmt - Raleigh, NC - 1991 to 1994

Responsible for developing database for permit tracking, implementing watershed models, as well as general IT duties as necessary.

EDUCATION

Bachelor of Science in Computer Engineering

North Carolina State University - Raleigh, NC

LINKS

<http://www.linkedin.com/in/5036090017>

ADDITIONAL INFORMATION

Skills

Languages: C, C++, SQL, make, Bash, TCL\Expect, Python, Perl, XML, JSON.

Protocols:

L2 Ethernet, TCP/IP, UDP/IP, Proprietary L2 protocols (configuration, ring recovery), SOAM CFM, LLDP, ARP, PTP (1588), SyncE, MPLS (layer 2 and 3 with/without PWE), LACP, HTTP, SSL, VxLAN, FabricPath, GRE, SNMP, DHCP, RADIUS, TIPC.

Desktop:

Windows OS, Linux OS (Ubuntu/Debian), MS Office (Outlook, Word, Excel, Project, PowerPoint, Visio), LibreOffice Suite, Adobe Suite (FrameMaker, Distiller, Acrobat, Reader), ActivePresenter.

Virtualization: Linux KVM, Hyper-V, vmWare ESXi, vmWare Workstation/Player, Oracle VirtualBox, Convirt, vSphere, vCenter.

Development:

CumulusOS, SVN, CVS, Clearcase, JIRA, MantisBT, Redmine, TestLink, ReviewBoard, Code Collaborator, Coverity, Klocwork, Eclipse, Emacs, vi, cscope, doxygen, TestRail, wiki, Jenkins, Hudson, XMPP (Chat), Allegro viewer, PCAD viewer, Android developer, Google Cloud Messaging, yocto, neobuild, VNC, Wireshark, MariaDB, SQLite, MySQL.

Embedded:

ARM, MIPS, PowerPC, Cavium Octeon, x86, GDB, Linux, ecos, bare metal, Abatron ICE, WindRiver ICE, Marvell Prestera Switches, Xilinx/Altera FPGAs.

Methods: Agile, DevOps, Feature Driven Development, Waterfall, eXtreme Programming.

Soft: Presentation, negotiation, motivation, leadership, decisiveness, dependability, initiative.