

# John Tubert

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**Latino, technologist, thought leader, speaker and sometimes writer for FutureVision, AdWeek and other publications. Passionate about Machine Learning, diversity and other topics.**

## Experience

### R/GA - SVP, Technology, New York

May 2020 - present

Head of Technology for R/GA NY (HQ) and part of the Exec team. Delivery of technical work creating successful client engagements and business outcomes. Developing practices and guidelines for technical and non-technical staff to deliver tech work across the office.

### R/GA - VP, Technology, San Francisco

June 2019 - April 2020

Reporting directly to the CTO, I am responsible for all the technical deliverables of the office, structuring, hiring and training the tech team and ensuring cross-functional collaboration and I led the creation, implementation and management of a new model of collaboration to serve tech companies such as Google and Airbnb from within (cross-function embedded teams).

When I started we had 4 devs and one QA engineer, now it's the largest tech team of the R/GA network with over 25 devs, tech leads, and QA engineers. During this time we successfully launched several award winning projects for clients like Google, Ubisoft and Reply.ai.

#### Google projects:

During these last 4 years working with Google, I was responsible for all technical deliverables of several projects, some of the more notable ones are:

- Doodle For Google - <https://doodles.google.com/d4g/>
  - My team worked on both the front end and backend to manage all the campaigns
- Google Ads - <http://ads.google.com>
  - Full site redesign and build and it was also localized for 107 markets
- Google About - <https://about.google/>
  - Fully maintain and build this site, currently have 6 devs and 2 QA engineers fully dedicated to it

#### Notable projects:

- [www.cylance.com](https://www.cylance.com/) website using AEM, WebGL and React. <https://www.cylance.com/>
- **Ubisoft Alexa Skill:** <https://www.amazon.com/adlp/assassinscreed>
- **BotBot**, A Facebook messenger chat bot to build chatbots for small businesses <http://botbot.reply.ai/>

### R/GA - Executive Technology Director, San Francisco

July 2015 - June 2019

In 2015, I joined R/GA San Francisco to lead the tech practice and senior client relationships, including the close partnership with startups via R/GA Ventures' Accelerator program, an accelerator program with 10 start-ups, which won several awards including Cannes Lions and D&AD for Product Innovation and also our Google client.

### R/GA - Executive Technology Director, New York

March 2013 - June 2015

As an **Executive** TD, I was responsible for all technical deliverables of one of the 5 groups in the NY office. The group had 72 people and I had 4 direct reports (2 tech directors and 2 tech leads) and I worked with developers, producers, strategies and designers that worked in NY and in other R/GA offices around the globe. We had the following clients: Volvo, E\*Trade, Fossil, Goldman Sachs, AARP and PwC.

**Notable projects:**

- **Volvo Reality (iOS and Android app)**, featuring the Volvo XC90 Experience, is the world's first virtual reality test drive on a smartphone, available both for iOS and Android.

<https://www.youtube.com/watch?v=ODTZ709v90k>

**R/GA - Group Technical Director, New York****September 2012 - February 2013**

As a Group technical director, I was responsible for all technical deliverables of one of the 5 groups in the NY office.

**R/GA - Technical Director, New York****October 2011 - August 2012**

As a technical director, I was responsible for projects for several clients and had a few direct reports. I was also the liaison between our Buenos Aires and NY offices.

**R/GA - Technology Team Lead/Solutions Architect, Buenos Aires****October 2010 - October 2011**

I spent a year in Argentina in 2010-2011 helping to open the R/GA Buenos Aires office (I was one of the founders), establishing R/GA presence for the first time in a Spanish-speaking market; creating a new service model to support R/GA offices globally as well as LATAM clients. I took a central role in hiring and training the technology staff and overseeing the daily operations of the office. I continued to work with the Argentina office when I moved back to New York and it is now a successful part of R/GA.

**R/GA - Technology Team Lead/Solutions Architect, New York****September 2009 - September 2010**

As a technology team lead, I worked on several projects leading a team of developers and sometimes getting involved on the architecture and development as needed. One of the main projects was HBO.com, which was built on flash, html, javascript and other technologies. Creating a new revenue stream and service model for HBO, to set it up for success against then budding services like Hulu and Netflix. This has since evolved into HBO Now.

**R/GA - Senior Developer & Solutions Architect, New York****July 2007 - August 2009**

As a senior developer & Solutions Architect, I had the opportunity to develop several projects as well as work with the tech leads on the architecture of the projects I was involved in. One of the big projects during this time was LorealParisUSA.com -- along with the tech lead, we developed a robust framework that allowed developers and others to create the content of the site.

**R/GA - Senior Developer, New York****May 2005 - June 2007**

As a Senior Developer, I worked on multiple projects with other developers and designers. One of the main projects during this time was the NikePlus platform which won several awards.

**Fresh Baked Apps, LLC – Co-owner and developer****June 2012 – 2014**

I teamed up with a designer and we worked on a few mobile apps.:

**2by2**, allows friends and total stranger to make unexpected double exposure photographs

<https://itunes.apple.com/us/app/2by2/id836711608?mt=8> (no longer available in the store)

Sketchio is an app to easily and quickly make drawings and share them with friends on Facebook, Twitter, Instagram or via email.

<https://itunes.apple.com/us/app/sketchio-app/id693370822?mt=8> (no longer available in the store)

[https://www.youtube.com/watch?v=Y7pO9K\\_7NI8](https://www.youtube.com/watch?v=Y7pO9K_7NI8)

#### **JPMorgan-Chase – Senior developer / Instructor**

**January 2001 – May 2005**

Trained the graphics department in flash, HTML, javascript and Macromedia Director. I also developed cd-roms and websites using these technologies.

#### **Hewson Group - *New Media Developer***

**January 1999 – December 2000**

Developed web advertising materials from the initial concept to the final production using Flash (intense Actionscript), Photoshop, Illustrator & various 3D software.

### **Education**

**NYU, Java Programming Intensive**

**Summer 2005**

**School of Visual Arts, BFA**

**1993 - 1997**

### **Teaching experience**

**Pratt Manhattan *Instructor***

**2005 - 2006**

Macromedia's Dreamweaver MX 2004 and Fireworks MX 2004

**CUNY Institute for Software Design and Development *Instructor* 2004 - 2005**

**Class name:** Advanced Flash Programming

<http://www.cisdd.org/index.html>

### **Honors and awards**

Throughout my career, I have been involved in multiple award-winning projects, including the PayWithaTweet program which won the Cannes Grand Prix in 2011, Nike+ which won a Grand Andy in 2007, Silver Issac Award for LifeReimagined (AARP) in 2014 and a few others.

#### **Podcast: Exploring Technology for a Human-First Approach**

R/GA CTO Nick Coronges and SVP, NY Head of Technology John Tubert talk about the new AI called GPT-3.

<https://www.rga.com/futurevision/pov/creative-companies-push-tech-boundaries-podcast>

#### **Panelist at "The Female Quotient"**

June 2020 - FQ virtual conversation

Spoke at a panel for "Rebooting to Advance Representation in Tech"

"The tech industry is still predominately a man's world — a white man's world at that. Tune into the #EqualityLounge with Heba Mahmoud, Sherika (Shaw) Ekpo, MBA, Brandon Andrews and John Tubert as we explore what companies can do to make the tech industry more inclusive of women of color: <https://bit.ly/3eXjxMv>"

#### **Panelist at "Google Marketing Live"**

May 2019 - Google Marketing Live

Spoke at a panel about "Representation Matters-Recruiting and Retaining Diverse Talent"

<https://www.youtube.com/watch?v=m6ln7Zsf8t0&t=218s>

### **Promax award wins**

Apr 2019 - Promax

[http://www.promax.org/docs/default-source/pdfs/promaxgames-2019-winners.pdf?utm\\_campaign=PromaxGAMES&utm\\_source=hs\\_email&utm\\_medium=email&utm\\_content=71873129&hsenc=p2ANqtz-8hdOeBX2TjX52lC8t8B0k0ptxXGbeoYNzpeKyShoLfRad14CX8Ore2MS4QCbCLAlsoTWgtGxMCNvX4rTy\\_w\\_S7mvn1-LfBBR-WNya13b975mEEedK4&hsmi=71873129](http://www.promax.org/docs/default-source/pdfs/promaxgames-2019-winners.pdf?utm_campaign=PromaxGAMES&utm_source=hs_email&utm_medium=email&utm_content=71873129&hsenc=p2ANqtz-8hdOeBX2TjX52lC8t8B0k0ptxXGbeoYNzpeKyShoLfRad14CX8Ore2MS4QCbCLAlsoTWgtGxMCNvX4rTy_w_S7mvn1-LfBBR-WNya13b975mEEedK4&hsmi=71873129)

### **Webby award nominee for Alexios Ubisoft Skill**

Apr 2019 - Webby

<https://www.webbyawards.com/winners/ubisoft-alexios-the-spartan-assistant/>

### **Panelist at "Male Champions for Change: How to Promote Gender Equality in the Workplace"**

Mar 2019 - The Female Quotient

<https://www.thefemalequotient.com/event/the-fq-lounge-sxsw/>

<https://www.facebook.com/FemaleQuotient/videos/2148728671876674/>

### **Speaker at SXSW 2019**

Feb 2019 - South by South West

<https://schedule.sxsw.com/2019/events/2008495>

### **Made by Google - webby award finalist** - Role: Tech leadership

Nov 2017 - Webby Awards

<https://www.webbyawards.com/winners/2017/websites/website-features-and-design/best-user-experience/made-by-google/>

### **Speaker at Business of Bots conference 2017**

Oct 2017 - Business of Bots Conference

Gave a talk about BotBot to a group of professionals at the Business of Bots Conference in San Francisco

<https://businessofbots.com/san-francisco-2017/speakers>

### **BotBot - Clio bronze and gold winner** - Role: Tech leadership and development

Sep 2017 - Clio

<http://clios.com/awards/winner/27571>

<http://clios.com/awards/winner/22750>

### **Cannes - Silver Lion for BotBot** - Role: Tech leadership and development

June 2017 - Cannes Lions

<http://player.canneslions.com/index.html#/works?awards=Silver&category=mobile&entry=827984&festival=CL>

### **Clio Gold - Love Has no Labels** - Role: Tech leadership

Oct 2015 Clio

<http://www.clioawards.com/winners/2015/all/entry.cfm?entryid=201523960&ispartofcampaign=0&index=58>

<http://lovehasnolabels.com/>

### **The XC90 Experience in Volvo Reality (Virtual Reality using Google Cardboard)** - Role: Tech leadership

Sep 2015

- One Show Mobile Merit Award
- Cannes Design Lion, Digital Design (short list)
- Andy Award (short list)

### **R/GA Leadership award**

R/GA, February 2009

The Cubes are R/GA's "annual company wide awards for individual excellence."

### **Best Computer: Software Interactive Application** - Role: developer

January 2008, IAC

As part of an integrated campaign to introduce its new enterprise-class security line of products, the agency created a Flash-based viral game that drives home the value proposition represented by SonicWALL's e-class solutions.

## **Certifications**

### **AWS Alexa Skill Builder certification**

Issuing organization: Amazon Web Services (AWS)

Credential id: DTD6T5L2DBB412S0

Credential url: <https://aw.certmetrics.com/amazon/public/verification.aspx>

### **CQ5 developer training**

Issuing organization: Adobe

Issuing date: November 2013

## **Technical Skills**

- Web Development: HTML5, CSS3, JavaScript
- Javascript frameworks including Angular and React
- Object Oriented Design (in C#)
- Agile Methodologies
- Gang of Four (GOF) Design Patterns
- Objective C and Swift iOS Development
- Node.js
- Facebook Messenger and Slack chatbot development
- Alexa skills development using Node, Lambda, S3, AWS SDK and Chai for testing
- Google home actions development using DialogFlow and Cloud Functions
- RESTful services
- Batch script
- Agile development (scrum,, tdd)
- Databases: SQL and No-SQL
- Batch script
- Agile development (scrum,, tdd)
- Databases: SQL and No-SQL

## **Volunteer Experience**

### **Blood donor – March 2019**

Donated blood to the red cross blood services.

### **iMentor - Menton Oct 2014 – Oct 2015**

Mentored a high school student from the Academy for Software Engineer.

### **Glide memorial church - Meal Server - Oct 2017 – Oct 2018**

Glide's mission is to create a radically inclusive, just and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization.

## Publications

HackTown interview - July 8, 2020

<https://hacktown.com.br/blog/blog/os-dados-que-a-maioria-das-pessoas-usa-para-treinar-seus-modelos-de-inteligencia-artificial-ja-vem-com-um-vies-embutido/>

English version:

<https://medium.com/@jtubert/the-data-that-most-people-use-to-train-their-artificial-intelligence-models-comes-with-a-built-in-4190cae82f55>

How to hire more women in tech in silicon valley - Mar 10, 2019

FutureVision <https://www.rga.com/futurevision/pov/rga-how-to-hire-more-women-in-tech-silicon-valley>

A Call for Ethical AI and Innovation (quote) - Feb 26, 2019

FutureVision <https://www.rga.com/futurevision/pov/mobile-world-congress-a-call-for-ethical-ai-and-innovation>

“Beyond Bots” (interviewed and quoted) July 2018

Futurevision <https://www.rga.com/futurevision/magazine/beyond-bots/futurevision-tech-gets-smarter>

“Tech Companies Need to Improve Their Voice Assistants to Make Them Inclusive for All Users” November 14, 2017  
Adweek

<https://www.adweek.com/digital/tech-companies-need-to-improve-their-voice-assistants-to-make-them-inclusive-for-all-users/>

“Will chatbots be successful and part of our future?” October 18, 2016

R/GA Ventures

<https://medium.com/rga-ventures/will-chatbots-be-successful-and-part-of-our-future-b4d8430c522c>

“5 Tips for Getting the Most out of Your BaaS” 06 / 2014

R/GA Tech Blog · <http://techblog.rga.com/5-tips-for-getting-the-most-out-of-your-baas/>

“8 Things to Consider when Selecting a BaaS Provider” 07 / 2013

R/GA Tech Blog · <http://techblog.rga.com/8-things-to-consider-when-investigating-baas-providers/>

“Parse @ R/GA” 03 / 2013

R/GA Tech Blog · <http://techblog.rga.com/parse-rga>

“Browserless JavaScript Testing” 07 / 2012

R/GA Tech Blog · <http://techblog.rga.com/browserless-javascript-testing>

“Automation with open standards” 08 / 2011

R/GA Tech Blog · <http://techblog.rga.com/automation-with-open-standards>

## Languages

Native Spanish speaker and fluent in English, also basic knowledge of Hebrew

## References and recommendations

References upon request and recommendations available in my LinkedIn profile.