

# Mike Suarez

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Full-stack innovator merging code, culture, and collaboration. From monolith lifts to microservices, I keep solutions lean and user-focused.

## Skills

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Languages	C#, JavaScript, Elixir, Ruby, Python
Frameworks	.NET Core, Nodejs, React, Angular, Ruby on Rails
DevOps	GCP, Openstack, Docker, Kubernetes, Chef, Terraform
Data	MSSQL, MongoDB, Kafka, RabbitMQ, Elasticsearch
Process	XP, Kanban, Scrum, Lean Startup
Architecture	DDD, Microservices, REST, Event Driven
Leadership	Team Leader, Agile Coach, Pair and Mob Programming, Frequent Presenter

## Work Experience

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### UKG - Principal Software Engineer

2020 – Present

Ultimate Software merged with Kronos into a gigantic juggernaut to conquer the HRMS space. I took the helm of the Application team within the Recruiting module.

- Reduced cycle time from 23 to 6 days for a distributed team of 16 by utilizing Kanban techniques, such as limiting work in progress and swarming on aging tasks.
- Increased Indeed Apply success rate by 80% by fully rewriting the integration within a fixed 3-month schedule.
- Improved MongoDB performance by publishing domain entities as Fat Events through Kafka topics, resulting in a 10% boost in efficiency.
- Boosted customer resolution rate by 40% by creating RecOps, an automated solution that provides easy access to production data and APIs for all team members.
- Eliminated a 40-minute deployment cycle to seconds by migrating to .NET Core and deploying on Kubernetes.
- Established the Lab (operating 10 a.m. – 4 p.m.) to foster mob programming for tackling tough challenges while sustaining a continuous, effective pace.

### Ultimate Software - Tech Lead

2014 – 2020

Embraced DevOps by founding rCloud, a custom PaaS that took a '90s monolith to the cloud and helped our enterprise grow from 300 to 1,000 developers.

- Accelerated UltiPro delivery increasing builds per day from less than 2 to over 30 by automating the deployments with Chef on ESX and OpenStack.
- Raised the success rate from 65% to 97%, despite instability in critical dependencies, by using a combination of retries, timeouts, and circuit breakers.
- Increased the user base by 20% by designing HALO, the front-end Angular-based SPA that brought UX to a pure RESTful platform.
- Slashed deployment time from 45 minutes to 5 seconds with a queue-based pipeline featuring pre-provisioned environments.
- Achieved 1-day cycle time for business rules changes, enabling rapid updates by extracting the core domain into a microservice using an internal DSL.

### Ultimate Software - Senior Software Engineer

2008 – 2014

Joined the Ulti family in the midst of the Agile revolution. Drove DevOps, Kanban and BDD adoption, fostering a culture of growth and innovation.

- Pioneered DevOps adoption in partnership with ThoughtWorks to develop Recruiting, boosting UltiPro's per-employee pricing by \$5.
- Engineered Droolz, a RESTful API for JBoss Drools, empowering external DSL-driven business rules and setting

the stage for Payroll extraction from the monolith.

- Refactored in one week the Map/Reduce bottleneck for hydrating domain entities by effective date, allowing MongoDB to serve as an Event Store.
- Participated in the inaugural Kanban conference, initiated its adoption in a team of 5, and scaled to 17 members, revolutionizing software development practices.
- Contributed to Gojko Adzic's book "Specification by Example", amplifying Ultimate Software's exposure and helping define the practice of BDD.

### **Alienware - Software Engineer**

**2004 – 2008**

Got abducted into the realm of machine assembly. Amped up processes, quality, and performance of software solutions geared toward elite hardware consumers.

- Optimized Alienfactory provisioning via retries and parallel processing, reducing assembly time per machine by 25%.
- Introduced Agile by blending XP and Scrum, achieving immediate improvements in communication through daily standups and pair programming.
- Mastered TDD by mentoring peers at AlienLabs, fostering team spirit and reducing defects by 80% compared to manually tested projects.
- Led the reengineering of a legacy C++ account manager into C#, launching both WinForms and ASP.NET clients in just four months.

## **Open Source Projects**

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### **Limadelic - Owner**

**2008 – Present**

Founded a GitHub organization hosting up to 28 projects with 8 collaborators over 15+ years. Below are some of the most notable examples:

- **Raconteur:** Acceptance test framework for Visual Studio that converts natural language specifications into XUnit tests. My most polished project, showcased through multiple demos and a presentation at AgileConf.
- **Decaf:** JavaScript driver for Slim crafted in CoffeeScript. Slim is the protocol powering Fitness, the seminal acceptance testing framework by Uncle Bob, one of the original signatories of the Agile manifesto.
- **FluentSpec:** C# mock framework that leverages a fluent DSL with BDD-style given/when/then syntax for expressive mocking beyond RhinoMocks and Moq. It powered team testing until NSubstitute rose to prominence.

## **Education**

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### **University Of Miami, FL - BS in Computer Science**

**2000 – 2004**