

Isaac Mayes

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Experience

Staff Software Engineer, VMware Tanzu Labs (formerly Pivotal Labs) @ VMware by Broadcom **Austin, TX Dec 2022 – Apr 2025**

Languages and Technologies: Java, TypeScript, SQL, Spring, React, PostgreSQL, Docker, Flyway, Keycloak, GitLab, Git

- Consulted on-site at the Army Software Factory (ASWF), a partnership between the U.S. Army and Tanzu Labs, for training soldier and Department of the Army (DA) civilian software engineers through delivering cloud-native software solutions for use across the Army.
- As a Software Engineering Practice Lead for the ASWF from August 2024 through March 2025:
 - Defined a set of core practices of the organization, consisting of aspects from Extreme Programming (XP), lean product management, and user-centered design.
 - Provided industry-expert guidance on requirements for the future Software Engineer Military Occupational Specialty (MOS).
 - Revised evaluation criteria and processes for progression through apprentice, junior, and intermediate career-levels based on direct experience working with engineers of all levels, across a variety of teams and applications, in prior roles.
 - Coordinated weekly presentations and facilitated discussions on software development best-practices applicable to all levels.
- Inaugural member of the Software Development Unit (SDU) Enablement Team (SDUET), providing technical leadership to an SDU consisting of five application development teams, from September 2023 to August 2024:
 - Established responsibilities and expectations for the SDUET role- a new opportunity for both ASWF and Tanzu Labs.
 - Regularly held one-on-one mentoring sessions for twenty junior and intermediate-level engineers.
 - Coordinated evaluation of twelve apprentice engineers to junior-level while mentoring first-time evaluators.
- As a Tech Lead on an application development team from July 2023 to September 2023:
 - Successfully on-boarded and subsequently transitioned development of the application to a whole new team of four apprentice-level engineers and their four consultant pairs.
- As a Senior Software Engineer on an application development team from December 2022 to July 2023:
 - Guided the team through reducing the scope of a proposed MVP, resulting in the launch of the application a month ahead of initial estimates.
 - Coached two apprentice-level engineers up through their evaluation to junior-level.
 - Met with two junior-level engineers on the team every other week to discuss career progression plans, and find opportunities for their career growth within the team.

Full Stack Developer/Database Specialist, Data Science Group @ Signature Science

Austin, TX Jun 2017 – Dec 2022

Languages and Technologies: PL/SQL, T-SQL, C#, VB.NET, JavaScript, Oracle Database, Oracle Application Express (APEX), Oracle REST Data Services (ORDS), .NET Framework, ASP.NET, Entity Framework, Microsoft SQL Server, Git, Jira, GitLab

- Designed and developed relational database applications in varied technology stacks for collection and automated processing of scientific data across several projects for different federal government clients, including the U.S. Department of Defense (DoD) and U.S. Department of Homeland Security (DHS).
- Consulted company directors, internal project managers, staff scientists, and external clients on technical capabilities regarding data storage processes, database automation, and web-based software solutions.
- Enhanced existing solutions for data processing by working directly with end-users, both internal and external, to troubleshoot functionality, automate processes, and improve feature offerings.
- Enacted software development best-practices such as version control, leveraging isolated testing and production environments, standardized deployment procedures, and created documentation for coding standards and regular-maintenance processes of legacy and greenfield development projects.
- Deconstructed and optimized a weekly data export process, eliminating all exporting errors, and saving the team an average of 16 hours of time generating reports per week.

Programmer, Industrial Group @ Computers Unlimited

Billings, MT May 2014 – Jun 2017

Languages and Technologies: C#, T-SQL, PowerShell, .NET Framework, Entity Framework, Microsoft SQL Server, Windows Presentation Foundation (WPF), Windows Communication Framework (WCF), Active Directory, LDAP, OAuth, Subversion (SVN)

- Code owner responsible for maintenance and development on a dozen core services, frameworks, and applications for TIMS Software, spanning domains such as: authentication and authorization services, user-account management and configuration applications, a user-defined custom interface framework, new system set-up and configuration applications, an application for bulk-managing data, SQL database migration framework, SQL data auditing services and triggers, Batch job execution scheduling application and the associated system-job processing service, a general ledger application, and faxing services.
- Served as an architecture team representative for the Industrial Group. Participated in weekly architecture meetings discussing current development initiatives and company-wide system design changes with lead developers from each development group.
- Coordinated support and troubleshooting efforts with Application Support teams to provide resolutions to customer issues.

Education

Bachelor of Science in Computer Science @ Rocky Mountain College

Billings, MT Aug 2010 – May 2014

Languages and Technologies: Java, Python, JavaScript, PHP, HTML, CSS, SQL, XML, C, ASM, Concurrent Versions System (CVS)