

November 4, 2019

213 Kenilworth Ave
Toronto, Ontario
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To Whom it May Concern;

My name is Michael Werneburg. I am passionate about solving real business problems, and work in technology because I like building the things that solve those problems. I've come to believe that the key to delivering technology is not striving for a perfect solution but rather adopting the capacity to rapidly respond to changes. To this end I put a lot of energy into establishing a culture by which:

- Decision-making and risk-taking ability resides where it is most impactful: with the engineers tasked with the solutions.
- Technical debt is recognized for the innovation killer it is.
- Issues that arise are treated as the beginning of the problem-solving process, not for finger-pointing.
- Well-rounded, able people are developed through mentoring, empowerment, and fair dealing.

As my resume shows I've tackled quite a broad range of roles - from hands-on software R&D to process implementation at IT departments of large banks. I experienced my first software product release in 1994 and my latest in October of 2019. I know the finance industry best but have worked in technical organizations in telecommunications, networking, health, and insurance. Some examples of my work are available at <https://werneburg.ca/case-studies>, and my LinkedIn profile is at <https://www.linkedin.com/in/michaelwerneburg/>.

After a recent stint with a pre-seed startup, I am looking for employment opportunities in Toronto and beyond. I am available at michael@werneburg.ca and +1-647-896-3850.

Sincerely,

Michael Werneburg

Michael Werneburg

+1 647 896-3850 michael@werneburg.ca

Employment

2018 – 2019 Ethica Channel Enablement Inc.

VP, Technology

Ethica is building a software-defined networking product based on open-source technologies. I led the Research and Development department during the pre-seed phase.

- Hired and led seven software engineers
- Led the capture of requirements and architecture of the VPN/multi-link tunnel software, its remote management software, and the components that house and manage the tunnel
- Built and deployed proof of concept by March 2019
- Deployed a first working product by October of 2019

2017 – 2018 Self employed consulting

Consulting for IQVIA, a \$10B US health data services firm in a client-facing role, I led the implementation of a de-identification service for specialty pharmacy data feeds.

- Managed stakeholders from IQVIA, Privacy Analytics, and a counterpart (Management Science Associates).
- Performed extensive analysis and design of the service toward HIPAA compliance, stability, completeness of data handling, stability of the production environment, and information security.
- Led the specification of features and non-functional specs for the bespoke de-identification engine. Wrote prototype scripts for transport and de-identification.

This new line of business had some 90 feeds live within the first year.

2010 – 2017 PortfolioAid Inc

Director, Business Risk and Opportunity

Acting as an internal consultant across operations, I worked with the management team on a variety of critical initiatives including:

- Modernizing the core software delivery life cycle. We implemented agile and dev-ops methodologies.

- Ensuring a secure production environment for PII and financial data for millions of Canadian investors.
- Ensuring the organization performed all of the regulatory and risk functions required to sell to the regulated wealth management industry.
- Monitoring the ROI of different products and the cost-efficacy of serving our different clients.
- Identifying innovation as key for a technology provider, I founded an R&D funding program that raised half a million dollars through grant and tax credit programs - this was invested in product development, systems modernization efforts, and automated deployment.

2007 – 2009 NikkoCiti (Japan)

Vice President

At the Tokyo-based investment banking unit of Citigroup:

- Founded a new function to bridge the gap between IT and Compliance by implementing the ITIL functions of incident management and change management.
- The chief objective was production resilience despite constant changes, a complex environment, and the financial industry's uncertain times.
- Met SOX and J-SOX audit requirements in incident and change management.
- Reduced incidents due to changes to 1 in 600.

2000 – 2007

Technology project consultant in Japan (ING Life), Australia (Channel 7, Macquarie Bank) and North America (Telus, Sun Microsystems, Morgan Stanley, and EDS).

1994 – 1999

Specialist in technology projects at Toronto firms as Trimark Investments, Star Data, Medialinx, and imoney.

Credentials

Project Management Professional (PMP)

Project Management Institute, 2012 - license 1498836

MSc Risk Management

Birmingham City University, 2014

Hons. BSc Geography

Brock University, 1994