

Neil F. Sambol

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SENIOR TECHNOLOGY EXECUTIVE

VICE PRESIDENT • EXECUTIVE DIRECTOR • SENIOR DIRECTOR • DIRECTOR

RECENT ACCOMPLISHMENTS

2020 - Neil's cross-functional development team integrated OTG's proprietary point-of-sale infrastructure with Square and released a mobile app in 8 weeks – [click for article](#).

2020 - Migrated OTG from legacy stack of on-prem Java, PHP, Perl, Obj-C to modern cloud-based Python, Node, React, React Native with microservices in Docker, with K8s.

2019 - At SmileDirectClub developed a HIPPA and GDPR compliant data platform on Snowflake/S3 to expedite SDC's expansion into foreign markets.

2018 - At CallMaX, Neil's team delivered extensive and simultaneous iOS / Android / Web complete rebrand on time with minimal team and few defects.

2017 - As VP of Engineering at CallMaX, Neil met with 20+ equity funds detailing architecture and infrastructure – the company was sold 9 months later.

2016 - At CallMaX, Neil met with numerous customers, built up a user focus group, and mined it for new ideas resulting in new features and products which his team implemented.

2012 – 2015 - Hired and over 40 developers, architects, product owners, and managers for the NYC team at Amplify and had less than 5% attrition over 3.5 years.

2012 - 2015 - Neil was given increasing responsibilities at Amplify -- he was promoted from Director to Senior Director to Exec Director -- then responsible for entire Atlanta office.

QUALIFICATION HIGHLIGHTS

- From Hands-On R & D to Full Lifecycle Development
- Cross-functional Teams for Exceptional Efficiency
- Mobile-First Development – Native and Hybrid
- Agile Software Process Re-engineering
- Team member hiring, mentoring & development
- Executive Leadership and Communications
- Enterprise Architecture and Systems Planning
- Project Management
- Cloud-First Automated CI/CD Re-engineering
- Integration with 3rd party vendors and APIs

PROFESSIONAL EXPERIENCE

OTG EXP, New York, New York

\$560M (2019) national company (and Canada) providing B2C – hospitality venues featuring futuristic restaurants in airports with iPad technology.

Director, Software Engineering

January 2020 – Present (confidential)

Hold full-stack, multi-faceted responsibilities including providing decisions on technologies, direction, and stack to leadership.

Also responsible for hiring, oversight, and development of team members. Input as technical stakeholder into priorities of technical debt and architectural, DevOps and, process initiatives. Hands-on development projects including architectural prototypes, code reviews for team members.

- Facilitated design and rapid delivery of “touchless” mobile application post-COVID to allow users to review, order, and pay for their food without touching one of the OTG iPads which are usually used for this purpose.
- Worked with vendors Square and Happy Cog to deliver within the stated 8-week period of time.
- Moved stack from legacy PHP, Java, Perl, Shell services to Python, NodeJS, ReactJS, and React Native.
- On-Prem architecture re-imagined and re-designed to be cloud-first with local cache for offline mode.
- New CI/CD pipeline featuring “git-ops” - labeling a git commit automatically pushes to K8s production server.

Smile Direct Club, Nashville, Tennessee

\$8B (2019) national company (and Canada) providing B2C – custom dental aligners for straighter teeth.

Director, Software Engineering

December 2018 – June 2019

Managed several teams: two C# Core 2 teams building microservice next-gen functionality, a Python team to provide continued feature functionality to the existing monolith and guidance to the microservice teams as they rebuilt it piece by piece. Was also responsible for an ETL team to mine data to find the most effective website designs using Optimizely. Two mobile teams also reported to Neil, one iOS native that worked on an application to guide customers through the final hurdles in signing up for SDC services. The native Android team worked on supply chain tracking and optimization.

- During the time Neil was at SDC, Neil's teams delivered four varied microservices: Finance, Insurance Integration, Authentication, and Customer Profile. All were of high quality; all were delivered on time except for the Insurance Integration which was delivered late due to delays on the vendor side.
- The Android team developed and delivered a new application to visualize and optimize the manufacturing supply chain.
- Worked on Internationalization (I18N) and Localization (L10N) on the mobile applications to facilitate entry into foreign markets. SDC is now in 10 foreign countries as of 2020.
- Designed and developed a new big data platform that is GDPR and HIPPA compliant and runs on an inexpensive S3 bucket with Snowflake technology.
- Closely partnered with a vendor to modernize the SDC development pipeline to TDD and automated CICD.

CallMaX / MRI Software, Atlanta GA

\$20M (2017) national company providing B2C – real estate software and answering service.

VP, Software Engineering

January 2016 – December 2018

Managed a small full-stack (web/telephony/Android/iOS/hardware) engineers to maintain and augment the existing telephone messaging service. When acquired by MRI Software in Fall 2016, the team completed a full rebranding effort on time synchronizing web, iOS and Android releases to all be delivered at the same time.

- Facilitated CallMaX's move to Agile Scrum shortly after joining and continued as Scrum master, product owner, leader, and developer until we were acquired by MRI Software.
- Designed the next generation of co-branded mobile application and started on the implementation with a Python/Django back end and with Angular/Ionic mobile hybrid mobile front-end.
- Reclaimed an iOS application developed by a vendor team in Russia, then another vendor in India, then a vendor in the United States -- that never worked. During the time that Neil worked on the application, he taught himself Objective-C, re-wrote large parts of the application, learned how to submit through the Apple Store, and delivered a fully working application in only three months. Neil continued to own the iOS application the entire time he was at CallMaX/MRI Software.
- Worked with the rest of the team to troubleshoot the aging on-prem technology stack and develop a prototype for a new cloud-based solution running on Twilio, AWS using a CICD pipeline to deliver as code was ready to deploy.
- Conducted customer/user roundtable focus-group discussions regarding favorite product features, requests for enhancements, pain-points, new use cases, and new types of user "*personas*." Designed new features and products based upon the input of this valuable resource.

Amplify Learning, Brooklyn, NY and Alpharetta, GA

Educational startup company providing B2G tablet-based educational software and curriculum.

Director / Senior Director / Executive Director of Software Engineering May 2012 – December 2015

Worked from nothing to build NYC-based Android, Unity, and Java development teams for the first generation of the tablet product. We worked together for 18 months to deliver state-of-the-art educational materials to five beta schools across the United States. After his initial success, Neil was promoted to Senior Director. Neil's manager eventually resigned, and leadership asked him to run the Alpharetta, GA office as Executive Director. Neil continued to run the 7 GA teams until the eventual reduction in force after News Corp sold Amplify. Neil worked to make the downsizing as painless as possible for the employees.

Brooklyn, NY:

- Delivered Android platform for 1st generation of tablet infrastructure.
- Delivered pipeline of curriculum-based Science lab simulations (designed like video games).
- Delivered pipeline of "Quests" – immersive augmented reality applications to make books come alive.

Alpharetta, GA:

- After the senior director left to pursue other interests, Neil was promoted to the leader of the Atlanta team.
- Led 7 teams (eBook reader, security, t3 support, and 4 infrastructure teams). 52 in org including QA.
- Delivered web version of infrastructure to production (after pivoting off of earlier native Android stack).
- Significant enhancements to e-Reader to enable CKLA curriculum and graphic novel books.
- Significant improvements to security infrastructure to limit access to PII and enabling FIPS compliance.

TECHNICAL EXPERTISE

Environments:	iOS, Android OS, AWS, GCP, Linux, Unix, MacOS, Windows, Docker Containers, K8s, VMs
Languages:	ECMA 6 JavaScript, Python/Django, C#, Obj-C, C/C++, Java, and others
Software Process:	Deep knowledge of software process – Agile: Scrum, Kanban, XP, Lean + more
Architectures and Platforms:	React/Redux web applications, Node/Express apps and RESTful services, Python/Django, Mobile (iOS, Android, React Native Hybrid), stand-alone, services
Cloud Delivery:	AWS, Docker Containers, K8s, Microservice Architecture, Jenkins, Git, Continuous Delivery/Push-button delivery (CICD), Terraform
Database:	SQL, T-SQL (SQL Server), PostgreSQL, MySQL, Firebase, SQLite
Compliance:	HIPPA, GDPR, PCI, SAS 70
Certifications:	Certification ID 285139 (Scrum Alliance) - Certified Scrum Master (CSM), Certified Scrum Product Owner (CSPO), Agile Coach / Agile Facilitator

1995-1997
Yale University

New Haven, CT

❖ M.A. Religion



1984-1989
Iona College

New Rochelle, NY

❖ B.A. Computer Science
❖ Minor, Philosophy



References and further work history available upon request.