

# DUSTIN LEE HAYES

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## EDUCATION

2003 - 2007 **Bachelor of Biblical Literature** - Ozark Christian College  
2001 - 2003 Pursued a Bachelor of Arts in Communications - Emporia State University

## EXPERIENCE

2012 - present **Internet Front End Developer III** - Garmin International, INC  
\* Developed technical blueprints for system designs and framework integrations  
\* Change agent for adoption of best practices (CI/CD, Cloud, reusable components)  
\* Advisor for enterprise initiatives (GDPR, ADA compliance, security & CMS)  
\* 360-degree mentorship involvement  
\* Distributed relevant industry innovations throughout the organization

2001 - present **Freelance Designer & Developer**

2011 - 2012 **Senior Developer** - Crema.us  
\* Thought leadership in creating efficient designer/developer blended teams  
\* Streamlined client / development relationship  
\* Community involvement & advocacy

2005 - 2011 **Web Developer & Network Administrator** - Ozark Christian College  
\* Developed student portals, server & domain policies, network architecture  
\* Orchestrated enterprise CMS solution from discovery to product launch  
\* Provided user experience consultation throughout organization  
\* Technical advisor for executive leadership

1998 - 2007 **Production Coordinator & Assistant General Manager** - KNGM 91.9 FM, KOBC 90.7FM  
\* Developed and branded new internet streaming services  
\* Expanded production capacity through hardware purchases  
\* Oversaw technical creation of two live on-air shows

## EXPERTISE

Node.js • Express • Kafka • MongoDB • MySQL • REST • Elasticsearch  
JavaScript (ES5/6/+) • Pivotal Cloud Foundry • Heroku • SASS • .NET  
AppDynamics • CI/CD • CSS3 • Contentful • Ruby on Rails \* Redis  
Backbone.js • Cloud Flare / Akamai • Agile