

DUSTIN LEE HAYES

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EXPERIENCE

- 2013 - present **Application Architect** - Garmin International, INC
- Contributed to 200% increase in revenue by implementing new customer experiences
 - Increased speed to market with CI/CD pipelines, a modern CMS and web components
 - Enhanced resiliency through novel architectures with a focus on simplicity
 - Achieved compliance initiatives GDPR, CCPA, ePrivacy, and ADA
 - Reduced costs by strategically reducing dependence on vendors (CMS, image hosting)
 - Spread knowledge parity by hosting educational sessions, demos and talks
 - Created inclusive culture by participating in 360-degree mentoring
 - Developed in-demand teams and tools which increased operational efficiency
 - Consistently delivered business value while maintaining low levels of technical debt
- 2001 - present **Freelance Designer & Developer**
- 2011 - 2013 **Senior Developer** - Crema.us
- Improved productivity by creating efficient designer/developer blended teams
 - Increased client satisfaction through streamlined client / development relationship
 - Created brand awareness from community involvement & advocacy
- 2005 - 2011 **Web Developer & Network Administrator** - Ozark Christian College
- Improved student satisfaction by creating self-service portals and domain policies
 - Increased efficiency through modern domain policies and network architecture
 - Reduced time to market by implementing enterprise CMS solution
- 1998 - 2007 **Production Coordinator & Assistant General Manager** - KNGM 91.9 FM, KOBC 90.7FM

EXPERTISE

Node.js • Express • Vue • Kafka • MongoDB • MySQL • REST • Elasticsearch
JavaScript • SASS • CSS3 • CI/CD • Redis • Contentful • Cloudinary • Sentry
Pivotal Cloud Foundry • Cloudflare • Heroku • APM • Sentry • Agile • RabbitMQ

EDUCATION

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