



THE NO-NONSENSE RESUME

2 min read

Your search stops here if you're looking for someone who...

- Is energetic and an empathetic servant leader with a genuine desire to help individuals reach their highest potential, by pairing them with right-fit opportunities
- Demonstrates a high degree of ownership and is obsessed with ensuring customers have a delightful experience
- Enjoys learning and mentoring because he understands - when 1 person teaches, 2 people learn
- Resolves conflicts to promote growth and improve team dynamics, by providing critical feedback and helping team members understand the Team Lifecycle: Form > Storm > Norm > Perform
- Is a good listener, who can steer individuals from turning cynical by empowering them
- Inspires a team to execute against tight timelines by leveraging the power of communication, relationships and collaboration
- Questions the status quo to develop solutions to intractable technical and procedural constraints, helping realize cost savings by simplifying systems and processes
- Has rich, first-hand experience of the inherent challenges associated with various disciplines – *Developer, BA, Scrum Master, Technical Product Manager, Development Manager*
- Compliments the Product Manager by partnering in development of the product roadmap
- Assist in authoring *clear stories* (that save *everyone* a whole lot of time, \$\$\$ and frustration)
- Helps continuously improve team process to create an engaged, motivated and accountable team by bringing focus to sensible metrics that actually help the team
- Is able to appreciate software engineering as an art
- Carries out detailed, high-quality code reviews, using it as an opportunity to teach and learn
- Is not scared of getting into the weeds in the code base to help the team out (In fact, I enjoy it!)
- Encourages and can teach the practice of Test-Driven Development
- Has excellent documentation, and presentation skills, and is well organized

25 recommendations on
[LinkedIn](#)

15 yrs. of experience

- Developer
- Business Analyst
- Scrum Master
- Tech. Product Manager
- Development Manager

13 projects

- SaaS products
- Predictive analytics
- Data platform services
- Dashboards, Reporting, ETL
- Line of Business applications

3 organizations served



2005 ↔ 2012 ↔ 2018 ↔ present

1 obsession

- Positively impacting customer & team experience by simplifying and improving everything I touch

Notable Accomplishments

- Led the transformation of engineering culture of a 50+ member organization
 - *Permissions seeking* → *empowered, fearless, experimentative team members*
 - *Waterfall* → *Sprinting*
 - *Email ping-pong* → *instant messaging using Flowdock, Teams*
 - *Migrate from TFVC* → *Git; eliminate fear of branching; email-based code reviews* → *PRs*
 - *Championed monthly innovation week, trunk-based development, release flow, automated testing, TDD, CI/CD builds; helping the team take its first steps towards Continuous Delivery*
- Planned and executed upgrade of over 50 servers, hosting 35+ applications, collaborating across Engineering, IT and Business functions, with minimal resources and delivering ahead of time.
- Led a team over 6 months to meet its end-of-year commitment, without any prior knowledge of Hadoop, when my supervisor quit 2 days after I joined the team
- Worked with a team of data scientists to predict 30-day patient readmissions using ML
- Refactored a complex query generation engine, after the original author quit, to make the code base maintainable, the product sustainable and ensure customer retention


Influences

- *Continuous Delivery* by Jez Humble and Dave Farley
- *Trunk-based Development* by Paul Hammant

Getting in touch

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