

RICHARD KELLERMEYER

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Willing to relocate nationwide

PROFESSIONAL SUMMARY

Software Engineering Manager with 20 years of experience leading high-performing, diverse teams to deliver impactful software solutions. Proven track record of fostering inclusive environments where women and minorities thrive, promoting career growth through mentorship and advocacy. Expert in designing, developing, and implementing best practices across the SDLC, championing collaboration through code reviews, pair programming, and rigorous testing to ensure the highest quality standards.

PROFESSIONAL EXPERIENCE

CTO/Co-Founder | 2012 - Current

IDYUH - Innovation Incubation | Saint Marys, OH

- **Co-founded Idyuh and established its technical vision**, driving innovation through secured patents and a robust, scalable architecture.
- **Authored and managed multiple patents**, strategically protecting intellectual property and ensuring a competitive edge for the company.
- **Spearheaded the design and implementation of secure, scalable systems**, leveraging cloud infrastructure to deliver high-performing applications.
- **Developed and maintained a comprehensive SDLC (Software Development Life Cycle)**, establishing a repeatable process for efficient and reliable software delivery.
- **Built and led high-performing engineering teams**, attracting top talent, fostering collaboration, and mentoring junior professionals for continuous growth.
- **Secured critical investment through compelling investor relations materials**, effectively communicating the company's vision and market potential.

Technical Director/Engineering | 2022 – 2023

Southern Made, LLC | Nashville, TN

- **Led full software development lifecycle (SDLC) for medium to large projects**, overseeing discovery, planning, execution, and successful delivery.
- **Championed a combined technical and architectural leadership approach**, ensuring technical excellence and sound architecture across all projects.
- **Empowered geographically dispersed engineering teams through mentorship**, focusing on development asset management and agile best practices to foster continuous improvement.
- **Leveraged technical expertise to assess and recommend viable new markets and service offerings**, expanding the company's reach and growth potential.
- **Established and enforced rigorous software quality standards across the engineering organization**, ensuring high code quality and comprehensive test coverage.

Director/Engineering | 2021 – 2022

Besmartee | Huntington Beach, CA

- **Led a high-performing engineering organization with multiple development teams**, driving strategic initiatives, fostering collaboration, and achieving key results.
- **Spearheaded a successful agile transformation**, transitioning to agile processes, increasing efficiency, and improving responsiveness to changing priorities.

- **Established a data-driven performance culture**, defining, managing, and analyzing KPIs and OKRs across all levels to optimize performance and align with company goals.
- **Developed and maintained comprehensive project and product roadmaps**, ensuring alignment with organizational goals and supporting the company's strategic vision.
- **Enforced robust code quality and test coverage standards**, elevating code quality, maintainability, and overall software reliability across the engineering organization.

Senior Engineering Manager/Principal Architect
Professional Services Technical Director | 2019-2021
 Roostify | San Francisco, CA

- **Led a geographically dispersed engineering organization of 7+ development teams**, achieving seamless collaboration and efficient daily operations across continents and time zones.
- **Established a robust performance management framework**, defining, managing, and analyzing KPIs and OKRs to drive continuous improvement and align performance with organizational goals across all levels.
- **Championed architectural excellence as the leader of the Architectural Review Board**, maintaining and enforcing architectural and logical standards to ensure high-quality, scalable software solutions.
- **Spearheaded WCAG (Web Content Accessibility Guidelines) compliance and other accessibility initiatives**, fostering inclusive design and ensuring equitable access to digital products for all users.

Engineering Manager/Architect | 2017 - 2019
 Core10 | Franklin, TN

- **Managed cross-functional engineering teams specializing in Ruby, Python, Javascript, and C#**, ensuring project success and fostering technical excellence across diverse technologies.
- **Championed agile practices through team building, squad assembly, and continuous improvement initiatives**, increasing development velocity and team morale.
- **Developed high-performing engineers by mentoring junior and mid-level developers**, fostering their growth and empowering them to take on increasing responsibilities.
- **Bridged the technical gap by serving as the technical liaison to the sales team**, translating complex technical concepts into actionable business solutions, ensuring clear communication and project alignment.
- **Owned the full development lifecycle for diverse projects**, from translating business requirements and developing/maintaining code bases to creating comprehensive documentation and defining strategic roadmaps.

Sr. Engineering Lead/Sr. Software Architect | 2013 - 2016
 Change Healthcare | Brentwood, TN

- **Led a high-performing, 50-person agile development team**, successfully delivering cutting-edge medical cost transparency tools and supporting platforms on time and within budget.
- **Spearheaded the modularization of a monolithic application into a microservices architecture**, improving load balancing, reducing latency, and increasing scalability.
- **Provided technical expertise to the UI/UX team**, consulting on product planning, architectural best practices, JavaScript development, debugging, and bug triage, resulting in a streamlined user experience.
- **Led the company's technical debt elimination initiative**, successfully reducing multiple backlogs and improving code maintainability across both legacy and new applications, enhancing overall software quality and developer productivity.

SKILLS

Software Development | System Security | System Reliability | Coding | Programming |
Source Control Management | Design & Development | Relational Database Systems | Mobil & Web Developer |
Software Architect | Goal-Oriented | Leader | Strong Communication Skills | WCAG 2.1 | ADA Compliance |
Server-Less | SaaS | PaaS | DevOps | Micro Services | SOA | Trunk Based Development

TECHNICAL TOOLS

Ruby | JavaScript | AWS | ReactJS | NodeJS | C | C++ | C# | SQL | NoSQL | Redis | Django | PHP | GCS
JIRA | Eclipse | NextJS | Azure | DOS | BASIC | TCP/IP | Lua | Kafka