Kyle Romero, Director of Software Development

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LINKS

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PROFILE

Highly experienced Director of Software Development with 16 years of experience in IT. Adept at building and managing a successful software development organization utilizing both internal onshore and development partner offshore resources. Skilled at bridging the communication gap between technical and non-technical personnel. Able to balance the leadership, technical, and financial management requirements of being a director of software development. Proponent of servant leadership and continuous improvement. Have been in management since 2017 and was a developer from 2007 to 2017.

EMPLOYMENT HISTORY

Mar 2023 — May 2024

Director of Software Development, Raymour & Flanigan
Jersey City, NJ (remote)

Led the Application Development Organization of Raymour & Flanigan, which handled all internal software development company wide. This role was heavily focused on organizational transformation and modernization, both from a software and process perspective. Fully remote position but did travel occasionally (5%).

Industry: Retail (Furniture and Mattresses)

Reason for Leaving: Cost-Cutting Measures resulted in Layoff (Not Performance Based).

Responsibilities:

- **Leadership**
  - **Team Size:** 3 Managers (.NET Team, Oracle Team, Integrations Team), 4 Architects, 30 Developers (Primarily internal employees, with a few contractors from development partners).
  - Managed Internal Relationships within internal matrixed organization.
  - Defined and Executed Organizational Strategy, including 5 year vision.
  - Recruited and maintained skilled resources for organization.
  - Held weekly 1:1's and annual reviews with Direct Reports and Bi-Annual Skip-Level 1:1's with Indirect Reports.
  - Traveled to various Northeast U.S. locations as needed (5% of time)
- **Technical Management**
  - Acted as Technical Expert on Tech Stack and helped explore and implement new technologies
  - Directly Managed Change Control and Release Management Processes
  - Worked as SME alongside Architects (direct reports) to define and executive organizational architecture strategy.
  - Was On-Call alongside architects on a rotating basis.
  - **Largest Initiatives:** Order Management Tool Upgrade (UWP App), ERP Migration to NetSuite, WMS Migration to Körber, Omnichannel Sales Experience, 3rd Party Integrations (ChargeAfter, Bringg), Data Domain API and Boomi Standup.
- **Financial Management**
  - Forecasted and Managed Organizational Budget. Managed IT Organization Credit Card
  - Managed Invoice Review and Approval Process for Organization.
  - Negotiated, Reviewed, and Managed Development Partner (Near-Shore / On-Shore) and Vendor Contracts / Resources
  - Worked with Systems Team to monitor and control cloud and on-prem costs

Technologies

- **Data Integrations:** Boomi
- **.NET:** C#, ASP.NET API/MVC, UWP
- **Scripting:** Python
- **JavaScript:** React, Node.js + NPM
- **Web**: HTML, CSS
- **DB:** MS-SQL Server, Oracle
- **BI:** PowerBI, SSRS
- **Cloud:** Azure, AWS
- **Development:** Azure DevOps, Git, Visual Studio, VS Code
- **AI Tooling (Experimental):** ChatGPT 4.0, Microsoft Copilot
- **Servers:** Windows

| Oct 2017 — Mar 2023 | **Director of Operations Technologies, MEARS Group** | Jersey City, NJ (remote) |

Managed the Operations Technology Organization of MEARS Group (part of Quanta Services), which delivered internally developed software solutions for field operations employees, with a special emphasis on digital transformation and field capture. Was hired as Manager of Operations Technology and promoted twice. This position was a direct report to the CIO.

Industry: Construction (Natural Gas Distribution)

Responsibilities:

- **Leadership**
  - **Team Size:** 4 Developers, 1 PM, 7 Offshore. All team members are remote.
  - Managed Executive and Customer Relationships
  - Defined and Executed Organizational Strategy
  - Recruited and maintained skilled resources for organization.
  - Managed yearly software development internship program
  - Traveled to various U.S. locations as needed (25% of time)
- **Technical Management**
  - Acted as Technical Expert on Tech Stack and helped explore and implement new technologies
  - Implemented DevOps/CICD, Agile Scrum, GitFlow, and QA Processes.
  - Defined and documented all architecture and SDLC for the organization
  - Administered various systems such as Azure DevOps, Sharepoint Online, Power Automate, PowerBI, and Azure.
  - **Largest Application:** Mission Critical SOX-compliant internally developed Field Capture solution, used by over 700 field construction crews across the U.S.
- **Financial Management**
  - Forecasted and Managed Organizational Budget
  - Onboarded Managed Offshore Development Partner
  - Monitored and controlled cloud and on-prem infrastructure costs

Technologies

- **.NET:** C#, ASP.NET MVC, ASP.NET MVC API, Blazor
- **Scripting:** Python
- **Javascript:** Angular, React, Electron, Node, NPM, Webpack, Bootstrap
- **Web**: HTML, CSS
- **DB:** MS-SQL, SQLite
- **BI:** PowerBI, SSRS
- **Cloud:** Azure
- **Machine Learning:** Sentiment Analysis via Azure Cognitive Services + Logic App
- **Development:** Azure DevOps, Github, Visual Studio, VS Code
- **IoT:** RPi + Raspbian + Adafruit Accessories (Python)
- **Servers:** Windows, Ubuntu
- **Containerization (Experimental):** Docker, MicroK8s
- **Other:** Sharepoint Online, Twilio, Slack, Trello, Lucidcharts

Achievements:

- 2021: Promoted to Director of Operations Technology
- 2021: Nominated to MEARS Group Innovator Team (Company Think-Tank)
- 2021: Nominated to Quanta Services Leadership Academy
- 2020: Promoted to Senior Manager of Operations Technology

| Apr 2016 — Oct 2017 | **Team Lead / Senior Software Developer, Worldwide Machinery** | Houston, TX |

This position reported to one of the co-owners of the company and was responsible for leading the internal software development team as well as acting as a senior developer. This team delivered mission-critical asset management software used in heavy machinery rental and sales operations.

Industry: Construction (Heavy Machinery Rentals)

Technologies

- **.NET**: C#, ASP.NET MVC API, WinForms
- **Javascript**: React, Redux, Typescript (ES6), Node.js + Express + NPM + PM2, Babel, Webpack, SASS, NGINX Reverse Proxy
- **DB**: MS-SQL
- **Cloud**: DigitalOcean
- **Containerization**: Docker
- **Development**: JIRA, TeamCity, Bitbucket (GIT), Visual Studio, VS Code, Trello, Lucidcharts
- **Processes**: DevOps, Agile, GitFlow, CICD
- **Servers**: Windows, Ubuntu

| Dec 2011 — Feb 2016 | **Technical Lead (IT Developer / Engineer III), HP Inc.** | Houston, TX |

This position acted as technical lead for the software development operations for HP's mission-critical third level support tool (10k+ users) and was part of the Analytics and Reporting organization. While acting as a developer, worked on the entire technology stack for the third level support tool and received exposure to Big Data and BI/Analytics concepts. Led the logical cloning and separation of this system when HP split into HP Inc. and HPE (This tool was deemed mission-critical for both companies).

Industry: Technology (Computers / Printers)

Technologies

- **.NET**: VB.NET, C#, ASP.NET
- **Javascript**: jQueryUI, jQuery
- **DB**: MS-SQL
- **BI**: Tableau, Qlickview, OLAP Cubes
- **Big Data**: Hadoop, Hive, HP Vertica,
- **Development**: TFS, Subversion, Visual Studio
- **Processes**: Agile
- **Servers**: Windows

Achievements

- Promoted from Software Developer (IT Developer/Engineer II) in December of 2013.

| May 2007 — Dec 2011 | **Software / Systems Engineer, X-Fab, Texas** | Lubbock, TX |

Worked as an intern from May 2007 to July 2007 and then hired on as Software / Systems Engineer doing general software development, with an emphasis on 3-tier .NET development of internal tooling for internal semiconductor engineers.

Industry: Semiconductor Fabrication (Pure-Play)

Technologies

- **.NET**: C#, ASP.NET, Console, Winforms
- **General** Purpose: C++, Perl
- **DB**: MS-SQL
- **Development**: Subversion, Visual Studio
- **Servers**: Windows, Redhat
- **IoT**: Perle IOLAN

EDUCATION

| May 2005 — Dec 2009 | **Bachelor of Science in Computer Engineering, Texas Tech University** | Lubbock, TX |

Trained in Electrical Engineering and Computer Science

Final GPA: 2.94

Project Lab Projects (Semester Long Engineering Projects):

- 1a: 60 Hz Notch Filter
- 1b: Line Following Robot
- 2: Tech-SAL Robotics Programming Language
- 3: Remote Event Timer
- 4/5: F.P.G.A. based Waveform Generator.

SKILLS

Organizational Leadership	Software Engineering
People Management	Digital Transformation
System Architecture	DevOps / Agile

REFERENCES

Venu Madduri from Smith & Wesson (CIO)

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Tim Burrows from Raymour & Flanigan (Sr. Director of IT)

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