

# KYLE ROMERO

DIRECTOR OF SOFTWARE DEVELOPMENT

## DETAILS

### ADDRESS

1 Harborside Pl Apt 752  
Jersey City, NJ, 07311

### PHONE

(281) 857-9006

### EMAIL

kgromero@gmail.com

## LINKS

[kgromero.com](http://kgromero.com)

[linkedin.com/in/kyloromero/](https://linkedin.com/in/kyloromero/)

## RECENT TECHNOLOGIES

Processes: DevOps, CICD, Agile Scrum, Kanban, GitFlow, Matrix Org

.NET: C#, VB.NET, ASP.NET API/MVC, Blazor, UWP

JavaScript: React, Node.js + NPM, Electron, Angular

Scripting: Python

Web: HTML, CSS

DB: SQL Server, Sqlite3, Oracle

Reporting: SSRS, PowerBI

Cloud: Azure, AWS

Servers: Windows Server, Linux (Ubuntu/Debian)

Tooling: Azure DevOps, GitHub, Visual Studio/VS Code, SSMS, DBeaver

Data: Boomi, SSIS

Other: Sharepoint Online, PowerApps, PowerAutomate, Twilio, Docker/MicroK8s (Novice)

## 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

### Director of Software Development, Raymour & Flanigan

Jersey City, NJ (remote)

Mar 2023 — May 2024

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%).

#### 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

## SKILLS

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Organizational Leadership

People Management

System Architecture

Software Engineering

Digital Transformation

## ACHIEVEMENTS

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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

2013: Promoted to Technical Lead (IT Developer/Engineer III)

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

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.

### 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
  - Led Change Management process while rolling out Applications
  - 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 and Managed Offshore Development Partner
  - Monitored and controlled cloud and on-prem infrastructure costs

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

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.

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

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. Worked on the entire technology stack for the third level support tool and received exposure to Big Data and BI/Analytics concepts.

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

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 semiconductor engineers.

## EDUCATION

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

## REFERENCES

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References available upon request