

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.

- **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 (QA / Product Teams).
- 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**

- **Largest Initiatives:** Order Management Tool Upgrade (UWP App), ERP Migration to NetSuite, WMS Migration to Körber, Omnichannel Sales Experience, 3rd Party Integrations (ChargeAfter, Brigg), Data Domain API and Boomi Standup.
- 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.

- **Financial**

- 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

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. This position was a direct report to the CIO.

- **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**

- **Largest Application:** Mission Critical SOX-compliant internally developed Field Capture solution, used by over 700 field construction crews across the U.S.
- 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.

- **Financial**

- Forecasted and Managed Organizational Budget
- Onboarded and Managed Offshore Development Partner
- Monitored and controlled cloud and on-prem infrastructure costs

Apr 2016 — Oct 2017	Team Lead / Senior Developer, Worldwide Machinery <ul style="list-style-type: none">• Led Internal Software Development Team• Full-Stack Senior Developer focused on .NET, MS SQL, and React development• Delivered Mission-critical Asset Management Software (desktop, mobile, and web)• Reported to Co-Owner of Company	Houston, TX
Dec 2011 — Feb 2016	Technical Lead (IT Developer / Engineer III), HP Inc. <ul style="list-style-type: none">• Technical Lead over mission-critical third level support tool (10k+ users)• Full-Stack Development focused on .NET, MS SQL, and JavaScript• Part of Analytics and Reporting organization, received exposure to Big Data (Hadoop / HP Vertica) and BI/Analytics (PowerBI / Tableau) concepts.	Houston, TX
May 2007 — Dec 2011	Software / Systems Engineer, X-Fab, Texas <ul style="list-style-type: none">• Full-Stack developer focused on .NET, MS SQL, C++, and Perle development.• Acted as Red Hat Linux administrator• Heavy focus on 3-tier web application and hardware monitoring development• Introduced Subversion source control to company	Lubbock, TX
May 2007 — Jul 2007	Software Development Intern, Texas Tech / X-Fab, Texas <ul style="list-style-type: none">• Full-stack development internship focused on C++ and .NET development.• Completed two projects during internship: A statistical analysis application and a file format conversion program..• Was sponsored by X-Fab in conjunction with Texas Tech University	Lubbock, TX

EDUCATION

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

Organizational Leadership	Software Development
People Management	Agile Scrum
System Architecture	DevOps

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, TypeScript, SvelteKit
Scripting: Python
Web: HTML, CSS, Tailwind
DB: SQL Server, Sqlite3, Oracle
Reporting: SSRS, PowerBI
Cloud: Azure, AWS, Netlify
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, JWT, Swagger
Novice: Docker, Kubernetes, Java, Spring Boot, C++, C, Django, Perle

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

REFERENCES

References available upon request