

## Objective

Senior leadership in a fast-growing company that utilizes my leadership, management, innovation and architectural skills to drive results toward improving the future of the company and the industry.

## Summary of Qualifications

Vice President of Engineering with 14 years of experience in leadership and management, including growth planning and budgeting in multi-location, multi-discipline agile environments. Over 25 years of experience in software design, architecture and development.

## Professional Experiences

### ServiceTrade, Durham, NC

**October 2018 - June 2024**

#### Vice President of Engineering

- Grew Engineering team from 4 to 60 Engineers, 7 agile teams, delivering all ServiceTrade products.
- Managing multiple stacks (LAMP, MERN, Serverless, .Net Core), multiple clouds (AWS/Azure) - All Disciplines (Developers, QAs, DevOps, Sire Reliability, Architects, Dev Managers)
- Introduced and grew the offshore and nearshore development team to ServiceTrade.
- Organized and managed all multi-location multi-time zone agile development teams.
- Provide Tech Due diligence process for raising capital investments - \$10M by Frontier Growth; \$85M by JMI.
- Evaluating, acquiring and successfully onboarding, integrating and growing 2 companies.
- Managed all business relationships with all third-party software vendors.

### Netserive, Morrisville, NC

**2010 - 2018**

#### Senior Director of Engineering

March 2018 - September 2018

#### Director of Engineering

2016 - 2018

- Responsible for the complete delivery of quality software from definition to delivery and support for all Netserive products.
- Grew the Engineering team from 2 individuals to 7 agile teams, 5 managers, 5 architects and a total of 50 Engineers including Developers, QAs, DevOps, DBAs, onshore and offshore.
- Responsible for departmental budget planning, capacity planning and resource management.
- Assisted in evaluating and reviewing IP during Merger and Acquisition.
- Managed the team in evaluating and migrating from LAMP stack to MERN stack, and moving to microservice based architecture.
- Worked directly with finance on software capitalization, budgeting and planning.
- Managed all relationships with our offshore resource vendors.

#### Software Development Manager

2013 - 2016

- Coached and transitioned the entire engineering team to agile Scrum and Kanban.
- Hired, directed and managed 12 software and qa engineers divided in 3 Scrum teams and 1 Kanban team - Leading in 5 times increase in product features in only one year.
- Assisted in interviewing and hiring the entire engineering team including QA Lead, DBA Lead, and System Engineer Lead. Further assisted those leads to grow their team.
- Assisted other departments in hiring and growing - including product management team, recruiting team and sales productivity .
- Encouraged the business to value internship program, which resulted in 10 software interns over 6 summers, and 6 transitioned to full time positions at Netserive.
- Mentored engineers to successfully grow in their career goals, some successfully grow to be managers and leads in the company.
- Constructed and conducted weekly architecture and brown bag sessions to encourage knowledge sharing beyond day-to-day work.
- Constructed committees and tiger-teams to research and solve process or tools challenges, encouraging collaboration and teamwork.

- Senior Software Engineer 2010 - 2012
- Architected, designed, and developed tools in LAMP stack utilizing open-source, to control, manage and monitor advertising campaigns using Google AdWords, Bing AdCenter, and Facebook API.
  - Created development processes for all development life cycles.

**Motricity, Morrisville, NC** 2006 - 2010

Lead Software Engineer

- Managed and led eight developers in three different offices, onshore and offshore.
- Created development processes for all development life cycles in an agile framework, encouraged and coached the team to fully adopt it.
- Worked with the management team in evaluating product pipelines and capacity planning.
- Gathered and clarified requirements to satisfy architectural desires and customer's needs (Customer like CNN, NBC, Showtime, Twitter), as well as Carrier Compliances with Verizon, AT&T, T-Mobile.
- Architect, designed, and developed new features and enhancements to 80% of all Gateway Components. (SMPP (SMS, WAP), MMS, HTTP) using .Net framework.
- Supported Business, QA, DBA and support team by providing documentation and architectural reviews and training as well as helping to improve cross-functional processes.

**Prior Experiences:** 1998 - 2006

Hardware and Software Design Engineer, various companies in Los Angeles California

- Creating interfaces with GUI to detect, monitor and configure digital servo controllers, communicating through USB. (Hardware, Software and Firmware).
- Design hardware and software for Servo Controllers.
- Improved company's productivity by designing and maintaining the company's web page, product inventory, product documentation and manuals.
- Introduced continuous integration and a unit-test framework for the robot-controller product.
- Designed, produced and supported the complete Hardware and Software for Control Systems using microprocessors.

**Education**

**North Carolina State University, Raleigh, NC** 2013

Jenkins Graduate School of Management.

Master of Business Administration (MBA) – Dual concentration in Entrepreneurship and Finance.

**University of Southern California, Los Angeles, CA** 2004

Masters of Science in Computer Science.

- Research Assistant – DBLab, InfoLab – Scalable .Net Infrastructure, Peer-to-Peer Networks.
- Teaching Assistant – Programming the World Wide Web.

**Sharif University of Technology, Tehran, Iran** 2000

Bachelor of Science in Electrical Engineering.

- Full scholarship in number one ranked Engineering University in Iran.

**Certifications and Awards**

- Practical Management and Leadership Practices Certification, CAI Training Since 2015
  - Certified Scrum Master Since 2010
  - Best Paper Award 2006
- "SkiPeR: A Family of Distributed Range Addressing Spaces for Peer-to-Peer Systems."* A. Daskos, S. Ghandeharizadeh, & R. Shahriari. ISCA 15th International Conference on Software Engineering and Data Engineering, (SEDE 2006), CA, July 2006.

**References** - Available upon request