## Objective

Senior level leadership position 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

Director of Engineering with 9 years of experience in leadership and management, including growth planning and budgeting in multi-location, multi-discipline agile environments. Over 18 years of experience in software architecture, design and development.

## Professional Experiences

**Netsertive**, Morrisville, NC **2010 - Present**

Senior Director of Engineering 2018 - Present

Director of Engineering 2016 - 2018

* Responsible for the complete delivery of quality software from definition to delivery and support for all Netsertive products.
* Grow the Engineering team from 2 individuals to 7 agile teams, 5 managers, 5 architects and 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 to from basic LAMP stack to new generation stacks including MERN.
* Encouraged and Managed the team to migrate to modern microservice based architecture.
* Worked directly with finance on software capitalization, budgeting and planning for the entire engineering team.
* Managed the complete business relationship 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 Netsertive.
* 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 campaign using Google AdWords, Bing AdCenter, and Facebook API.
* Created development processes for all development life cycle.
* Worked with management team in evaluating project pipelines, team capacity planning, and hiring processes (Interview and Budgeting).
* Gathered and groomed requirement based on customer needs and feedbacks, as well as supporting business growth.

**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 cycle in agile framework, encouraged and monitored the team to fully adopt it.
* Worked with management team in Evaluating Project Pipelines as well as Team Capacity Planning.
* Gathered and clarified requirement 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.
* Architected, 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 trainings 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 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**

Bachelors 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.

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## References - Available upon request

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