

# RYAN CELESIE




Senior Director of Software Engineering | Servant Leader | Scrum Evangelist

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## Summary

Enthusiastic leader with a proven track record in leadership and driving software engineering excellence. Experienced in transitioning to microservices architecture, enhancing software quality, and streamlining development processes. Keen on fostering a culture of ownership and accountability while prioritizing customer feedback and stakeholder satisfaction. Skilled in strategic planning, agile methodologies, and technical innovation; ready to optimize software engineering practices in alignment with evolving industry standards.

## Strengths

 <b>Servant Leadership</b> Leading teams of cross-discipline professionals, fostering growth, fulfillment, and technical excellence at a scale of 70+ employees.	 <b>Scrum Mindset</b> Regularly achieve a +95% on sprint commitments, showcasing a culture of ownership, accountability, and prioritizing customer feedback.	 <b>Strategic and Technical Planning</b> Instrumental in designing software systems, including microservices and domain decomposition.
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## Experience

<b>Senior Director of Software Development</b> AssureCare	Cincinnati, OH 06/2022 - 02/2023
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Championed the software engineering for a top pharmaceutical and clinical healthcare software provider. Lead to a 25% improvement in software quality and a 65% decrease in post-launch defects for all products, as well as HL7 and FHIR compliance

- Led the transition to Microservices for all products and features, ensuring seamless integration with legacy systems and 25% faster feature delivery compared to legacy software updates
- Spearheaded the implementation of microservice design decisions such as BFF Pattern and Eventual Consistency with the architecture team, enhancing code quality and system efficiency, leading to a 35% increase in velocity of strangled code
- Decreased the time-to-delivery 50% with stakeholder review and iteration, 65% reduction in defects by using Orthogonal Defect Classification (ODC) for bugs
- Increased successful team deliverables 90% using scrum and established high level developer support process to mitigate work that impacting commitments
- Reduced Azure costs 13% by utilizing Docker to eliminate need for development and QA cloud environments

<b>Director of Software Development</b> Tide Cleaners at P&G	Cincinnati, OH 03/2020 - 05/2022
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Directed the software technical strategy and oversaw the integration of digital solutions for a top-tier laundry and dry cleaning service provider, resulting in a 75% increase in software confidence

- Engineered a cutting-edge .NET Microservice platform leveraging REST APIs with DDD/CQRS architecture; embracing SOLID/Clean principles and Outbox Pattern to achieve Eventual Consistency
- Achieved a 94% increase in resolving production issues and 75% boost in software resiliency through a dedicated monitoring team and escalation process
- Implemented Scrum and directed four teams with a 97% success rate on commitments, including a ten-month streak of 100% successful deployments and software acceptance by stakeholders
- Enhanced work refinement 50% by establishing architecture standards, including UML reference architecture for technologies like .NET Core, Swift/Kotlin, Azure IaC, and VueJS
- Migrated 15 .NET, iOS, and Android build pipelines to Azure DevOps and Visual Studio App Center from physical Mac Mini, manual processes, and BitBucket pipelines
- Reduced basic tech service costs by \$5000/month using DocFx and Microsoft services through Office 365

<b>Senior Manager, Product Development</b> Paycor	Cincinnati, OH 02/2019 - 08/2019
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Engineered transformative enhancements for the identity and portal services engineering teams at a leading HR software company, resulting in a 30% reduction in vulnerabilities

- Improved monthly release model with Semantic Versioning, Shift Left testing, and Polly resilience that resulted in 100% success rate over six months and 25% work item acceptance rate, providing confidence for stakeholders
- Managed 3 engineering teams totaling 18 direct reports, overseeing portal services and identity management used by all software teams

## Experience

### IT Manager and Lead Developer CBTS

Cincinnati, OH  
07/2015 - 01/2019

Orchestrated the transition of clients to a new enterprise development practice, integrating Agile & Scrum methodologies and boosting software delivery speed by 40% while achieving a 15% increase in client satisfaction

- Partnered with the sales team to serve as solution architect on RFPs, estimates, and presentations for 10 new client engagements
- Led managerial/HR functions for diverse teams, executing performance reviews, resolving intricate conflicts, and streamlining onboarding for 50+ new hires
- Stabilized client software delivery by 85% with a proper Scrum model, implementing new Gitflow source control management and Microsoft Architecture Guidance
- Created 30 automated pipelines for 6 clients using new Azure IaaS/PaaS/SaaS infrastructure for all QA testing and CI/CD releases

### Team Lead and Principal Consultant Cardinal Solutions

Cincinnati, OH  
03/2012 - 07/2015




Led company standards, recommended architecture, and four person engineering team at a consultant company specializing in SharePoint and .NET projects

- Created an in-house software framework used in all SharePoint projects that enabled developers to rapidly create new projects for clients and for other developers to contribute with 92% less time for project onboarding
- Performed comprehensive requirements gathering, project estimation, and statement of work for clients and worked with client cross functional teams to deliver transformative recommendations for SharePoint and .NET projects
- Conducted new technology training in the corporate office and other national branches for 100+ developers, covering JavaScript, jQuery, SharePoint CSOM

## Skills

Strategic Software Planning • Technical Strategy • Agile & Scrum Methodologies • Risk Management • On & Offshore Management • Customer Service • Advocating Change • Servant Leadership • Career Development • .NET Development • Microservices • Angular • Docker & Kubernetes • Azure • SDLC

## Achievements and Volunteering

 <b>Barry-Wehmiller Leadership Award</b> Leadership award that recognizes team members whose thoughts, words, and action embody the tenets of people centric leadership	 <b>Microsoft TEALS Program</b> Volunteered in computer science courses at Jennings School District (MO) with an emphasis on programming languages, advising course materials, and evaluating assignments	 <b>NKU Informatics Program</b> Volunteered as part of the Government, Corporate and Foundation Engagement (GCFE) in the College of Informatics; evaluated student projects and presented real life scenarios, and real projects as examples
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## Education

University of Missouri - Saint Louis  
Computer Science and Mathematics

St. Louis, MO