

Stephen P Berczuk

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A hands-on, collaborative technical leader with a track record of delivering products and building teams. Expert in agile software development processes and technical methods who can contribute to a team as a developer, process coach, or manager. Author of *Software Configuration Management Patterns: Effective Teamwork, Practical Integration*. Contributor at techwell.com, Certified Scrum Master. Demonstrated ability to help improve teams' delivery, understand and improve legacy code and to become proficient at new technologies quickly.

Experience

OUTFRONT Media (Boston MA) Principal Software Engineer Sep 2017 - Present
Develop tools and software for the CI/CD pipeline to test and deploy services for ONSmart digital advertising platform for transit.

- Lead, Infrastructure Team: Build Services to support scheduling of advertising campaigns. Scrum Master, Developer (Java, DropWizard). Lead a multi-site team of 5 developers and contractors while working closely with teams across the engineering organization.
- Member, Deliver Team: Develop tools to support CI/CD and Integration Testing. Jenkins using Spinnaker, AWS, Kubernetes. (Node JS, Groovy Java. Postman, Codacy.) Work across teams to improve API testing.

Tetrascience (Boston MA) Senior Software Engineer March 2018 - July 2018
Data Integration for Labs startup. Work on informatics platform, deployed on AWS, writing code in NodeJS. Introduced a Scrum process that enabled my team be more productive and meet a looming deadline (April 2018).

Fitbit (Boston MA) Principal/Staff Software Engineer Jul 2013-March 2018
Helped to form the Boston office of Fitbit, as the first developer and technical lead for the Commerce team, and have served in other roles as needed to help improve the effectiveness of the Boston office. Also served as agile coach (technical and process), and give training classes. Developed code using Java, Spring, and MySQL, Python and Groovy. Worked on developing and improving build, deployment and developer testing processes. (Gradle, Jenkins, Puppet, Aurora).

Roles included:

- Senior contributor for the eCommerce and Customer Support Tools Team (9/17-3/18) Work across teams to address architectural and process challenges and delivering code.
- Manager, Software Test Engineering Team (12/15 -7/17) Responsible for supporting teams efforts to better test applications and services by testing, training, and developing frameworks, and working with builds and operations and infrastructure. Responsible for hiring.
- Backend Lead, Community Application POC (9/15-12/15). Bootstrapped a new application as part of a small team using Java, Spring Boot.
- Agile Coach, Analytics Infrastructure Team (7/15-9/15). Worked with team and stakeholders to improve delivery until we hired a dedicated Scrum Master.
- Developer + Engineering Manager (4/15-7/15). Commerce Developer, mentored new tech lead, and managed 4 engineers on various teams.
- Technical Lead, eCommerce Team (7/13-4/15). Java(Spring) web and batch applications for fulfillment, payments, and customer support tools. Developed payment processor framework to support domestic and international stores, and technical point of contact for all store development. Also established Scrum process for teams in Boston.

Humedica (Boston MA) Engineer Nov 2008 – Jul 2013
Developed software for healthcare analytics applications and tools, served as Scrum Master for project teams, and maintained build in Maven. Supported repository and release management, and automated testing processes. I was one of the first 15 employees, and one of the first 6 members of the engineering team.

- Primary developer for Electronic Health Records ingestion system (Java, Spring Batch)
- Primary developer for Data Quality Portal application (Groovy, Grails, JavaScript)
- Developer for Analytics Application (Flex, Java)

Cyrus Innovation (Boston MA) Technical Lead, Scrum Master Jan 2008 – Sep 2008
 Technical Lead for the Boston office of a New York City based agile (XP) consultancy. Coach team members, provide training in agile methods and SCM techniques to clients, develop code. Supported business development activities. Managed a team of 4 engineers at primary client, and supported other clients. Developed code in Java, J2EE, and Hibernate using XP Practices (Pair Programming, TDD, Continuous Integration).

Fast Search and Transfer (Needham, MA) Sr Software Engineer Jan 2006 – Aug 2007
 Technical Lead and ScrumMaster for a search application development team for eCommerce applications built on the FAST platform. Java, J2EE. Managed a team of 4 engineers, serving as Coach and Mentor.

- Developed application components in Java and provided support for customers and solutions team.
- Developed build and release management system using Maven, Cruise Control and CVS.
- Consulted with other application teams on applying Scrum and using Jira and Confluence effectively.

Boston R&D Operations were shut down.

Iron Mountain (Boston, MA) Sr Software Engineer Jun 2004 – Dec 2005
 Developed software for a Digital Archives application, including automated build and deployment scripts. Improved Release and Configuration Management practices. Introduced Scrum. Scrum Master and automation evangelist.

- Developer, Sustaining Team. Fixed software problems and wrote deployment and administration tools.
- Technical Lead and Scrum Master for Digital Archives application (J2EE / Spring). Supported testing and build tools.
- Technical Lead, Message Archiving Project (Java and Perl). Improved deployments with QA and ops.

Steve Berczuk & Associates (Consulting and Contract Work) Aug 2002-Jun 2004
 • Contract Developer, *Perceptive Informatics* (Waltham MA) February 2004 – June 2004: Member of a 3 person team developing a web application interface to configure the database for an IVR system for clinical trials in Java.
 • Consultant for *Aliaswire, Inc.* (Boston MA) August 2003 – February 2004 : Developed software, improved automated testing and managed projects for a bill presentment and payment system startup using Java, and VXML.
 • Independent Consulting August 2002 – August 2003: Wrote for an assortment of technical publications, short consulting engagements around build and release management, helped bootstrap Silverlink Communications.

Skyva International (Medford, MA) Developer Jun 2001-Aug 2002
 Developed Java applications for business process modeling, and service management applications using Java & Oracle. Improved agile development. Wrote ANT scripts & supported the build and configuration management processes.
Laid off Aug 15, 2002. Skyva was acquired by ABB International in 2002.

iPhrase Technologies (Cambridge, MA) Principal Software Engineer Oct 2000-May 2001
 Developed software and test tool in Python, Java, and C++ for a natural language web search engine. Introduced agile development. Supervised an engineer, planned releases, defined requirements, supported customer deployments. .
Laid off May 2001.

Verbind (Boston/Lexington, MA) Senior Software Engineer Jul 1999-Oct 2000
 Developed software in C++ for a Customer Relationship Management System. Technical lead for audience selection and message delivery platform. Supervised 1 engineer. Improved agile process, including build, release and SCM.
Left in advance of a layoff and to pursue more challenging work. Verbind was acquired by SAS in 2002.

NetSuite Development Corporation (Concord, MA) Sr Software Engineer Oct 1998-Jul 1999
 Developed Software in C++ and Visual Basic for an enterprise network design application. Led quality improvement process. Technical lead for new features team. Primary developer for the network design COM API.
Netsuite has since been acquired by Visionael Corp.

Biztravel.com (Somerville, MA) Sr Software Engineer Apr 1998-Sep 1998
 Developed software in C++ for an internet travel reservation system running on Windows NT. Designed and developed interfaces to the customer reservation system and operations support tools in Perl and C++.
Laid off September 1998. Biztravel has since been acquired by Rosenbluth International.

Corechange, Inc (Boston, MA) Sr Software Engineer Jan 1997-Apr 1998
 Developed software for a client-server organizational management application in C++ under Windows, using C++, DCOM and Win32 APIs. Assisted with test planning, requirements process, and mentoring junior staff.
Left in advance of a layoff. Corechange has since been acquired by Open Text.

Optimax Systems Inc (Cambridge, MA) Sr Software Engineer Feb1996-Dec 1996
Developed genetic algorithm based manufacturing scheduling applications (Windows and Unix) using VBA, MS Access, C++ and a proprietary constraint language. Maintained and extended the scheduling toolkit. Project Manager and Developer for a vehicle paint scheduling application.

Once my client project was done I left to pursue work emphasizing programming in C++.

MIT Center for Space Research(Cambridge, MA) Software Tools Engineer Jun 1992-Jan 1996
Developed real-time data analysis and monitoring software (application and framework) in C++, TCL, and Perl (Unix) for the Rossi-XTE satellite. Developed the cross-site SCM system. Supervised students (graduate & undergraduate).

Eastman Kodak Boston Tech Center(Billerica, MA) Software Engineer May 1990-Feb 1992
Developed Photo CD photographic applications (user interface, application and framework, and image processing APIs) using C++, X11/Motif, on Unix. Technical liaison between Boston and Rochester development teams.

Laid off Feb 1992.

Systems Center, Inc. (Waltham, MA) Technical Support Rep Jan 1989-Apr 1990
Supported and tested DB2(MVS) management and optimization application. Supported pre-sales technical evaluations, resolved post-sales database design, optimization, and customization problems, wrote tools for customer and internal use. Trained support representatives in MA, VA, and UK offices.

Left to pursue work as a programmer.

Education

Stanford University, Stanford, CA: Master of Science in Operations Research June 1988
Massachusetts Institute of Technology, Cambridge MA: SB in Electrical Engineering Background June 1987

Background

Graduate of Stuyvesant High School in New York City. My professional interests include software patterns, team dynamics, and agile software development. For more information: www.berczuk.com. Presenter at various conferences and user groups.

Publications

I have a regular column on Techwell (www.techwell.com/users/steve-berczuk) A complete list of publications is available at www.berczuk.com/pubs.

Books and Book Chapters

Berczuk, Stephen with Brad Appleton. Software Configuration Management Patterns: Effective Teamwork, Practical Integration published by Addison-Wesley, November, 2002.

Berczuk, Stephen P. 1996. "Organizational Multiplexing: Patterns for Processing Satellite Telemetry with Distributed Teams." In Pattern Languages of Program Design, ed. John Vlissides, James Coplien and Norm Kerth, 2. Reading, MA: Addison-Wesley.

Berczuk, Stephen P. 1995. "A Pattern for Separating Assembly and Processing." In Pattern Languages of Program Design, ed. James Coplien and Douglas Schmidt, 1. Reading, MA: Addison-Wesley.

Selected Articles

Berczuk, Steve, "Feedback without Fear" Better Software magazine. May 2007

Berczuk, Steve, "Breaking with Tradition, Add an Agile Twist to your SCM Process" Better Software Magazine. Feb 2006.

Berczuk, Steve, "Pragmatic Software Configuration Management," IEEE Software. March/April 2003.

Berczuk, Steve, "Software Configuration Management Resources", a Reference Point article in the January/February 2003 issue of STQE Magazine (Volume 5 # 1).

Cabrera, Ralph, Brad Appleton, and Steve Berczuk. 1999. Software Reconstruction: Patterns for Reproducing the Build. In Proceedings of the Sixth Annual Conference on Pattern Languages of Program Design. Monticello, IL.

Berczuk, Stephen P. 1997. Teamwork and Configuration Management. C++ Report 9, no. 7: 28 ff.

Berczuk, Stephen. 1994. "Finding Solutions through Pattern Languages." IEEE Computer 27, no. 12 (Dec. 1994): 75-76.

Summary of Significant Experience

Job	Dates	Startup	Process	Development	Management
OUTFRONT Media	2018-09-Present	New SW Team	Build and Deployment tooling. Distributed Team (Boston, NYC, Canada, Eastern Europe)	NodeJS, Java, Dropwizard, AWS, Spinnaker, Jenkins, Kubernetes	Team Lead (team of 5, multi site)
TetraScience	2018-03-2018-07	Early Series A Hire	Scrum Master, Build Tooling	NodeJS, AWS	
Fitbit	2013-07 - 2018-03	Started Boston Office	Scrum Master, Agile Trainer, Build and Deployment Tooling, Initiated company Migration from ANT to Gradle. Distributed Team (Boston, San Francisco, Minsk)	Java, Spring, JavaScript, Groovy, Python	Tech Lead (team: 6), Manager (team: 5), On Tech Leadership Group
Humedica	2008-11 - 2013-07	Early Employee	Scrum Master, Build and Deployment Tooling (Maven).	Java, Javascript, Flex	(Flat org)
Cyrus Innovation	2008-01 - 2008-09	First Lead in Boston Office	Scrum Master, Consultant	Java	Managed Team of 4
FAST	2006-01 - 2007-08	New Product & Team	Scrum Master, Distributed Team (Boston, Norway)	Java	Tech Lead, Mentor
Iron Mountain	2004-06 - 2005-12	New Project Team	Scrum Master	Java, Spring	Team Lead, Team of 4
Skyva	2001-06-2001-05	Startup	Build and CM	Java	
iPhrase	2000-10 - 2001-05	Startup	Test Automation	Python	Tech Lead, Team of 2
Verbind	1999-07-2000-10	Startup	Introduced Agile, TDD	C++	Tech Lead, Team of 2
Netsuite (Networking)	1998-10 1999-07	Startup	Quality and Process Improvement	C++/Windows	Tech Lead, small team
Biztravel	1998-04 - 1998-09	Startup		C++/Windows	Tech Lead ,Team of 2
CoreChange	1997-01 - 1998-04	Startup		C++/Windows	Mentor
Optimax	1996-02 - 1996-12	Startup	Project Manager & Developer (Client Apps)	C++, VBA/ Windows+Unix	
MIT Center for Space Research	1992-06 - 1996-01		Build and CM, Iterative Development. Distributed Team (Cambridge, San Diego, Washington DC)	C++. TCL, PERL	Supervised Students
Eastman Kodak	1990-05 - 1992-02	New Product Initiative	Technical Liaison between Boston and Rochester Teams	C++/Unix	
Systems Center	1998-01 - 1990-04	One of first 5 Eng/QA	QA Engineer, Customer Support (Pre-Post Sales), Training. Distributed Team (Boston, VA)	Internal Tools: MVS. DB2	