JUSTICE CONDER

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SCRUM MASTER

Dynamic, hands-on Scrum Master with broad-based experience analyzing, troubleshooting, implementing, measuring and solving issues within technical programs and systems. Dedicated to increasing productivity through innovative thinking and a technological mindset by improving procedures, streamlining processes, implementing new technologies, and developing and mentoring staff. Able to manage stakeholder expectations and willing to take full responsibility for delivering project objectives. Responsible for defining Best Practices to include project management, strategy, systems thinking, risk identification, resource allocation, change management, and verification.

IT Infrastructure / Design • IT Strategy • Process Improvement • Software Development • Project Management
Cross Functional Requirements Gathering • Product Owner • Development Team • Scrum • Agile • Coaching
Scrum Maturity • Facilitation • Agile / Lean • Deliverables • Defining Metrics • Scrum Management
Sprint and Release Planning • Agile Process • Burn Down Techniques • Risk Mitigation • Documentation
Project Prioritization • Project Dashboard • Portfolio Alignment

PROFESSIONAL EXPERIENCE

Fraction Software, Cleveland, Ohio • 10/2016 – 12/2017
Blockchain development and consultancy company.

Blockchain Technology Consultant
Demonstrated proven knowledge in blockchain technology, Bitcoin, Etherium, and the construction of decentralized autonomous organizations. Provided recommendations on cryptocurrency platforms, tools, and development resources. Outlined smart contact parameters, on-chain constraints, and development feasibilities of product owner requirements. Educated stake holders on relevant and ongoing blockchain technology advancements and potential pitfalls.

33 MILE RADIUS, Independence, Ohio • 01/2015 – 09/2016
Lead generation company and digital agency.

Scrum Master
Translate executive priorities into concrete development tasks. Source, qualify, on-board, and develop new developers. Led development team in daily standup meetings, sprint and release planning, and deliver key contributions to resolution of software design decisions.

Achievements:
- Facilitated new architecture fully servicing all clients in a scalable fashion through introduction of container technology and suggestion of decoupling application interface from back-end build process enabling an endless number of build processes to run concurrently thereby making the single-user application now multi-user.
- Enhanced efficiency and transparency, enterprise-wide, facilitating appropriate prediction and planning through implementation of Agile principles and setup of Kanban board utilizing Trello enabling company-wide visibility into development process, as well as introducing a dedicated executive summary board facilitating translation of priorities into development cards eliminating backlog.

SHERWIN-WILLIAMS, Cleveland, Ohio • 06/2014 – 01/2015
American Fortune 500 company in the general building materials industry.

Developer
Completed Scaled Agile Framework training and gained first-hand experience on simultaneously growing multiple teams. Led Terminal Velocity Agile team and directed standup meetings.

Achievements:
- Ensured seamless transition to Agile by sparking enthusiasm in teams relating to change including naming teams and providing high energy working environment.
- Successfully recreated e-commerce environment from newly acquired paint company, in static form hosted on company server, with no downtime while legacy server was taken offline, by scraping existing site and extracting product data in JSON forma, as well as creating simple markup templates and parsed JSON utilizing handlebars.js.

TRUTH FOR LIFE, Chagrin Falls, Ohio • 03/2013 – 01/2014
Bible teaching ministry of Alistair Begg.

Developer
Handled all client-side changes to main website and constructed marketing landing pages. Managed usability and cross browser testing, as well as maintaining email drip campaign lists.

Achievements:
- Implemented GIT in regular workflow boosting efficiency with existing third party contractors and enhancing transparency in development process by spearheading drive to get existing code in source control and begin using GIT in day-to-day workflow.
- Successfully shored up existing site and identified areas in need of improvement, as well as providing independent verification of completed work by introducing team to BrowserStack and setup list of tested browsers for all future enhancements, as well as introducing feedback mechanism facilitating user reports of bugs to be automatically included within bug report.
- Dramatically increased productivity and transparency, boosting Developer and executive morale through introduction of Agile methodology and providing training through LeanDog.

SHERWIN-WILLIAMS, Cleveland, Ohio • 07/2011 – 01/2013
American Fortune 500 company in the general building materials industry.

Developer
Performed maintenance tasks for main Sherwin-Williams site and associated partner sites utilizing custom enterprise CMS including updating copy, banner ads, and creating new pages.

Achievements:
- Seamlessly launched multi-lingual European web portal through close collaboration with European partners and translation team ensuring design and layout worked with each featured language and included information about Sherwin-Williams business in German, French, Russian, Italian, etc.

TRUFIELD ENTERPRISES, Chagrin Falls, Ohio • 01/2011 – 06/2011
Field Sales Prospecting firm dedicated to assisting businesses with outside sales representatives to achieve highest sales results.

Developer
Oversaw e-publishing and marketing client books via custom landing pages, sold tickets online, and directed Twitter marketing.

Achievements:
- Successfully facilitated sale of TruField founder's books online by publishing works as e-books and creating system offering free copies of micro books in exchange for tweets and re-tweets.

QBIX MEDIA, Kent, Ohio • 05/2009 – 12/2010
Internet marketing and software firm.

Founder
Developed websites for local businesses and managed online marketing and social media.

Achievements:
- Increased business for Porsche restoration client by producing short commercial for inclusion in website including videos of facility and interviews with Owner.

EDUCATION / CERTIFICATIONS

Associate of Science – Computer Programming and Database Design
Stark State College – North Canton, Ohio

Scrum Team Member Accredited Certification • Scrum Master Accredited Certification
Scaled Scrum Expert Accredited Certification • Scrum Coach Accredited Certification
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References:

"They say that you meet a few people in your life that make an memorable impact on your life. Justice is one of those people. His passion for life, knowledge of technology, and his contagious enthusiasm will rub off on anyone he works or is friends with. There is no better person and/or technologist in North East Ohio, and probably the rest of the country for that matter. This may sound like a little much; it's not. Once you've met Justice you'l understand. He's truly a one-of-a kind person both personally and professionally." - **Ryan Lazuka**

"You won't find many developers around like Justice, and he'd make a great addition to any development team. Justice has a constant conquest to learn new tech, and the ability to carve out a strong development path for a new project. He also knows how to continue to move a project forward and get things done, while ensuring a project is still shipped with all intended deliverables. I strongly recommend Justice to any leading tech firm looking for an emerging developer to fit a demanding development position." - **Mark Shust**

"I encountered Justice while on Contract in Cleveland, OH at Sherwin-Williams's HQ. Despite not working together on the same project I sat directly next to him and was able to keep tabs on what he was doing. He relayed that this was his first development gig and I thought that was brave of him and pretty cool. I probably told him that he was coming into the industry at a good time as we shed the skin of Flash, IE6-7, with so much having recently been under development for the front-end and the emphasis is going towards HTML/CSS/JavaScript to display on the devices people actually are using to access their information. Justice GETS IT. He is a hard worker and enjoys solving problems and finding ways to work better and more efficiently. Justice is also one of the most passionate people I have met in the industry and is a total technologist, enamored with the future of development and learning code. I know he's going to be an asset as other people become burned out and "set in their ways," Justice will continue to seek new answers and hone his skills and knowledge and make a great addition to any team who is looking to infuse not just another hand behind the wheel, but a life force into their collective." - **David Puerto**

"Justice is one of the most knowledgeable people in his industry. His strategic and creative approach allows him to simply craft the perfect sequence to problem solve any situation that arises. Upon leading a development team, it allows his team members to feel their importance, focus on their core strengths, and continue to grow in their weaknesses. Justice possesses such a love for life in general that when you spend long periods of time with him, that transfers to you. You will never regret a moment you get to work with him. Very down to earth and always loving to bring out the best in people, Justice is one of a kind." - **Randy Chmielewski**

"Justice has been simply the best CIO, the best project manager I ever met. He was a source of motivation, whatever he was giving me positive or negative feedbacks. I loved chosen technologies, professional and personal suggestions and basically all the way he was managing our remote team. From a professional point of view I would highly recommend him, without any hesitation. I... really hope we can work again together in the future." - **Daniele Gazzelloni**

"Justice is the kind of programmer who is obviously passionate and devoted to his career. It is this passion that allows him to keep learning new things about programming languages and techniques in order to always stay up to date in his field. Justice also carries himself with honesty and integrity. He would be an asset to any company." - **Brian Cable**

"Hands down, Justice is probably the most EPIC bro nerd I know. He is incredibly passionate about the latest and greatest technology and always seems to be learning something new on the side. He has a love for programming and will be an absolute asset to any team. I highly recommend Justice as a developer." - **John Urbank**

"Justice Conder is a Software Engineer who I've had the pleasure to know and train on Product Scoping. His knowledge includes analysis and design of complex web applications using a variety of open source technologies. During the time Justice and I served as volunteers for the Celebrate Recovery ministry and he proved himself to be dependable with solid problem solving skills. Overall, Justice is a talented individual who I would recommend for any technology position." - **Kirk McCutcheon**

PUBLICATIONS / PRESENTATIONS

Published Writer for 2600: The Hacker Quarterly

TECHNICAL SKILLS

Microsoft Office Suite • MacOS • Unix • Git • Node.js • DevOps