

Jason Grey Collins



Profile

I'm a seasoned and passionate leader, coach and mentor that enjoys the thrill of new challenges in a team environment. I'm a creative problem solver and a "glass is half full" kind of guy that believes strong teamwork can overcome any obstacle. Most of all, I'm seeking to do what makes me happy, which will invariably include challenging problems and agency to solve those problems in creative ways.

Experience

VP OF ENGINEERING, ITriage/AETNA : JULY 2015 - FEBRUARY 2017

I joined iTriage after the company had already been acquired by Aetna, but also at time when the company still had some of its startup DNA intact. During my tenure at iTriage/Aetna, I worked diligently with the rest of the executive team to merge us with another internal Aetna incubated startup named WellMatch. The net result of that merger was an engineering team numbering 65 local and remote people. The merger taught me incredible lessons about people and communication; easily lessons that I will never forget. Our strategic direction continued to sway as new leaders in Aetna joined the ranks and eventually we went through another re-org with resulting layoffs, which I was a part of.

VP OF ENGINEERING, ELLO : JANUARY 2015 - JULY 2015

I joined Ello with the excitement of a kid in a candy shop, and it didn't disappoint. I was brought on to move the company away from a contract development team and hire/build a full time development team. The CEO's words were "Build us a dream team..." and that is exactly what I did. I can say with certainty this was the best team I ever assembled. In the process, I learned a tremendous amount about early stage startup life, wearing many hats including product development, community management, and QA. I was laid off from Ello, along with most of the engineering team, when the founders needed to extend runway in order to keep the business alive long enough for additional funding.

DIRECTOR OF ENGINEERING, QUICK LEFT : MAY 2014 - DECEMBER 2014

I was brought on to Quick Left to help grow the team and scale it post-merger (with sprint.ly). In my role, I worked to establish engineering leadership in 3 markets (Portland, San Francisco and Boulder), with plans to continue growth into 2015. Much of my focus was on establishing a defined flavor of agile development that was part of the sales process, as well as continuing to help build the Quick Left brand and drive sales leads through community involvement in both Boulder and Denver. I moved on due to downsizing and an organizational shift in direction/strategy that required over 3 hours of commute per day.

DIRECTOR OF TECHNOLOGY, FACTORY DESIGN LABS : JANUARY 2014 - MAY 2014

At FDL, I worked to rebuild the technology team after a period of downsizing that occurred due to the loss of a number of big clients. During my time there, I was able to rebuild the development team, better integrate the UX/UI process into the overall development process and make inroads within the organization to having Digital better represented on all client projects. I was also highly involved in the process of collaborating on and pitching new client work for the Digital team at FDL, including pitches to lifestyle clients such as Audi, The North Face, Head Sports, Spartan Races, and Nokia. I moved on from FDL during a time of downsizing (a common occurrence in the advertising industry.)

INNOVATION EVANGELIST, READYTALK : JANUARY 2013 - DECEMBER 2013

This role had me responsible for numerous internal innovation efforts throughout the organization across product, process and organizational model challenges. I worked directly with the executive team on innovation strategy and efforts for building momentum and vision for that strategy across all groups within the organization. In addition, I spent a fair bit of time in the startup community helping bring ideas out to the community and back the best ideas back into the organization. "Innovation is a way of thinking" was the motto that guided my work.

VP ENGINEERING, READYTALK : MARCH 2011 - JANUARY 2013

During my time as VP of Engineering, I helped grow the engineering team from 3 teams executing on 3 product lines to 8 teams executing on 4 product lines. During this time, I was also heavily involved in scaling the software processes, maintaining and growing the culture and leading active recruiting efforts in the local technology community. This is also the point in time where the psychology behind successful teams became an area of study for me. This passion is now a tool I employ with any team I work with. Every team member is a piece of the puzzle; the goal of leading a team is to figure out how to best put those puzzle pieces together.

ENGINEERING MANAGER, READYTALK : OCTOBER 2008 - MARCH 2011

I began at ReadyTalk as the first engineering manager. When I started, the company was in the midst of a major rewrite of their core conferencing service. I helped establish scrum as the SDLC and worked closely with the product team to create a smooth process where engineering began getting involved sooner in product problem solving and definition. This led to a more engaged engineering team and a successful launch of a rewritten conferencing platform.

SOFTWARE ENGINEER, LOCAL MATTERS : JULY 2008 - OCTOBER 2008

In my brief time at Local Matters, I worked as a software engineer on their IYP platform for overseas customers. I also began getting involved in team lead activities, including providing estimates and LOE's to the product team and customers.

DEVELOPMENT MANAGER, LEAD, SOFTWARE ENGINEER, MNG INTERACTIVE : MAR 2000 - JUL 2008

At MNGi, I worked my way up from developer to eventually managing the software team. I was a considerable contributor on the software side through 3 major CMS re-writes and helped move the team from a heavy waterfall SDLC to a scrum SDLC. While managing the team, I continued to contribute code to the production system and worked with the senior developers on all architecture and scalability challenges.

Education

University of Colorado, Denver - Computer Science, Computer Information Systems (1994-1998)

Skills & Passions

I'm skilled in various aspects of building great teams, including recruiting and retaining top talent. I truly enjoy engaging with all groups within an organization and working to build strong relationships that bring teams together behind a unified and cohesive vision. My passions are ideation, invention, innovation as a way of thinking, and mentoring others on those same topics. I enjoy my family time, digital DJ mixing, digital photography, riding my motorcycle, building things with my hands, craft cocktail mixology, and tinkering with new technologies and gadgets. I'm also a big fan of a fine dram of scotch and a cigar.