THURMAN JUSTICE

Software Developer/ Developer Manager



Energetic, resourceful, and results-driven technology professional with exceptional qualifications to support software development projects requiring excellent design, coding, analysis, problem solving, and implementation skills. Adept at working effectively both independently and as part of a team in demanding and deadline-driven environments to complete complex projects, produce significant contributions, and accomplish objectives.

BUSINESS COMPETENCIES

- Application Development/SDLC
- · SW Development / Engineering
- · Project Management Life-cycle
- Analysis/Design/Implementation
- Web Application Development
- Project Management/Leadership
- Analyzing / Resolving Problems
- Creative and Analytical Thinking
- Clear / Effective Communication
- Leading / Mentoring / Coaching

TECHNICAL COMPETENCIES

- Java
- Spring / Spring Boot
- REST / SOAP
- XML / JSON
- AWS
- Openshift / Docker
- Fuse / Camel
- HTML/JS/CSS
- Angular (2+)
- Material + Bootstrap Frameworks
- Mongo
- Oracle SQL
- Kafka / ActiveMQ
- Unit + Integration Testing Frameworks
- CI/CD
- Tableau
- Agile / Waterfall SDLCs

DEVELOPER MANAGER | 2019-PRESENT

Cigna Healthcare Corp., CT / CO

Responsible for maintaining high quality relationships and results across teams in our new Release Train delivery model. Leveraging past experience in recruiting, on-boarding, and providing knowledgeable technical direction across the entire U.S. Retail organization.

- · Managed multiple scrum teams delivering quality solutions for our clients
 - Designed and delivered application to capture customer contact preferences across lines of business to meet government compliance standards.
 - Developed strategy for expanding product offerings. Integrating with a third party vendor to enable streamlining of product filing with the government.
 - Supported existing middle-ware applications and workflows including frontend applications, REST APIs, database modeling and integration, ETL workflows, reporting, and more.
- · Developed a roadmap and assisted in designing new patterns for software delivery across organization.
 - Researched and implemented new frameworks (AWS, Mongo, Kafka) to better support the needs of our growing business.
 - Helped create and implement future state micro-service based architecture.
 - Identify key domain changes to best leverage no SQL database capabilities.
 - Recognize gaps in existing QA playbook and led execution of our migration to a fully automated CI/CD model.
- · Transitioned staff into new SAFE Agile Release Train framework while maintaining trusting relationships during our transition.
 - Interviewed and onboarded new technical team to support company's new delivery and quality assurance model.
 - Work with technical teams to make adjustments to agile process where necessary.

SR. SPECIALIST / LEAD APPLICATION DEVELOPER | 2017-2019 Cigna Healthcare Corp., CT / CO

Directly accountable for applying leadership, excellent analytical and problem solving abilities, and technology skills to lead multiple full stack development teams. Paved the way for teams to begin utilizing modern development tooling.

- · Created a new website for US Individual market customers and brokers with a focus on application security and ease of use.
 - Modernized existing CMS driven approach by combining existing content management system with an Angular driven frontend.
 - Began migration of key domains into Microservices architecture
 - Managed tight deadlines and technical hurdles to deliver a quality experience to our business users, brokers, and customers.
 - Mentored and assisted both Frontend and Backend development staff. Leading code reviews, architecture discussions, and detailed system and business analysis for our segment.
 - Expanded user and client base by integrating with various partners and lines of business across Cigna.
- Upgraded existing internal UI management tool to Angular, increasing stability and scalability of our frontend application
 - POC of new framework including more robust authentication scheme, component standards, and test coverage requirements.
 - · Presented new design and cost benefit analysis to secure funding and management sign off on approach as a whole.
 - Recruited, trained, and mentored new development hires on Angular best practices, and the coding standards we required.

MANAGER/MENTOR, TECHNOLOGY EARLY CAREER DEVELOPMENT PROGRAM | 2016 - PRESENT

Investing in the development of new participants in the program. Always looking to provide the best experience and opportunities to the associate. Involved in the hiring and onboarding process, as well as aiding in internal and external events.

ASSOCIATE, TECHNOLOGY EARLY CAREER DEVELOPMENT PROGRAM | 2012 - 2015

Program to develop soft skills as well as technical by leading and participating in various initiatives across the company organizations. Gained insight into the healthcare industry through various training, volunteer and social events.

EDUCATION

Central Connecticut State University

Bachelors of Science | Computer Science

APPLICATION DEVELOPMENT SR. SPECIALIST | 2015 - 2017 Cigna Healthcare Corp., CT / CO

Maintained direct responsibility for leveraging strong communication, technical, and project management skills while leading and supporting the design and overall architecture of several development projects involving ETL workflows, data migration, UX/UI design, and data modeling.

- Served as Product Domain SME joining in architecture, production support, and business / system analysis roles to ensure flawless delivery to our customers.
 - Extended product intake workflows to be configuration driven, allowing quick reaction to modifications, while allowing business partners to maintain their autonomy in their daily activities.
 - Integrated both internal and external entities into our product ecosystem via REST, file export, and other communication methods.
 - Created extensive PLSQL and SQL queries for use across our organization, to assist in major enhancements to product and product integrated data.
- · Assisted in maintenance and feature delivery for many technical areas.
 - Worked to create a front and backend framework to enable business users quick and easy management of document to document mapping.
 - Extended internal service tracing and reporting domain with new API and UI functionality.
 - Evaluated new Software Libraries for use across the technical portfolio.
 - Participated in Production Release deployments, planning the deployment and checkout plans for various technical deliverables.

APPLICATION DEVELOPMENT SPECIALIST | 2012 - 2015

Cigna Healthcare Corp., CT / CO

Demonstrated focus, attention-to-detail, and product line expertise to support diverse development projects and initiatives.

- Adopted role as product domain SME role assisting in the design and delivery of solutions related to our organization's product line.
 - Standardized our product xml schema, while expanding our existing xml models to include detailed benefit information.
 - Created a feature rich REST API to present product data to vendors, customers and up/downstream systems.
 - Enabled business users to upload and retrieve product updates using an Excel intake/export workflow, allowing flexibility in an evolving marketplace.
 - Integrated an acquired Supplemental Benefit product line into existing framework via automated workflow.
 - Created a configurable extract process to enable business partners to quickly view and manage products across lines of business.
- Designed and developed a configuration driven UI that greatly simplified generation of interfaces for searching and managing domain data within our system.
 - Developed custom components to support business, support, and development staff activities.
 - Implemented new design patterns, best practices, and coding guidelines for the application.
 - Supported intake, analysis and review of new features and functionality.
- Assisted in the delivery of a metric and reporting application for the company's core government business services.