

TIM HANUS

SOFTWARE LEADERSHIP AND DEVELOPMENT

timhanus@gmail.com

<http://trh.io>

512.468.8273

Profile

A dedicated leader with over nine years of experience driving software development teams in fast-paced and complex business environments. Excellent interpersonal, motivational, and technical skills. A pragmatic software developer specializing in high performance, distributed systems.

Skills

People

Agile/Lean Leadership
Requirements Analysis
Kanban / Scrum
User Stories
Test Driven Development
Product Management
Recruiting / Hiring
Mentoring
Research and Development
Budget Management
Conflict Resolution

Languages

Python
PHP
Javascript
Go
Perl
Java
C#
Perl
HTML/CSS
Clojure
Ruby
C/C++

Software

Linux
Amazon EC2
Jira/GreenHopper
MySQL
MongoDB
Memcached
RabbitMQ
Hadoop
Git
Apache
Nagios
Mac OS X

Experience

AdRevolution (acquired by Tactara 2012)

Vice President of Technology

2013-Present

Planned and executed major technology pivot during corporate reorganization. Cut expenses by over 40% while maintaining team responsiveness and system performance. Designed and implemented software changes that dramatically reduced operational overhead and returned the company to profitability.

- Assumed additional responsibility for data center operations.
- Led and coordinated effort to consolidate and simplify technology infrastructure.
- Redesigned critical software components to reduce job turnaround time from 12 hours to 1 hour.
- Identified and eliminated wasteful business processes to streamline the environment.

Director, Software Development

2012-2013

Responsible for post-acquisition system consolidation and integration. Championed cultural and procedural changes to create a more integrated, agile, and satisfying working environment. Led development and system engineering efforts to develop features and improve performance under quickly changing market conditions.

- Oversaw integration of Windows/C# environment with Linux/Python environment.
- Implemented cross training efforts between AdRevolution and Tactara technical staff.
- Increased system throughput ten-fold over the course of 3 weeks with only a 5% increase in cost.
- Led fast-moving R&D team on several high-impact, high-visibility projects.

Senior Manager, Software Development

2011-2012

Instigated disciplined software development processes. Grew the development team from two people to eight. Launched aggressive efforts to stabilize and rationalize software and business processes. Initiated and championed development of business-transforming next-generation architecture.

- Implemented strict version control, deployment procedures, code review and QA processes.
- Led development of a new SaaS/API product offering, which became a major revenue center.
- Developed systems to move from daily to real-time reports on key performance indicators.
- Migrated key components from PHP to Python, resulting in an order of magnitude speed increase.

Health Care Connect

Founder, CTO

2009-2011

Provided strategic direction and technical leadership for a start-up focused on health care software. Led the company through concept, prototype and seed-round funding to finished product and revenue.

- Designed and developed a software platform to fetch patient data from practice servers in real time.
- Created Patient Portal and Appointment Reminder service to showcase platform.
- Met with doctors, patients, and investors to explore the potential of the platform.
- Executed pilot launch of platform at 5 ophthalmology practices.

Bell Microproducts

Application Development Manager

2006-2010

Managed all software development for US and Canada divisions, with some oversight of UK/European integration. Led a team of employees and contractors to maintain and develop several software solutions. Worked closely with upper management and end users to understand problems and drive solutions.

- Responsible for all phases of software development life cycle.
- Led Development on 4 websites, CRM/ERP tools, warehouse management system and EDI platform.
- Coordinated efforts between 12 developers and 8 product managers in 5 different cities
- Worked with auditors to ensure Sarbanes-Oxley and PCI compliance.
- Honors: Employee of the Quarter (Q4 2007), President's Club (2008)

Tech-X

CRM Application Architect

2004-2006

Technical lead for a team of 4 programmers. Served as a primary point of contact for largest client. Balanced short term customer needs with long term product goals and maintainability.

- Tracked and invoiced the team's billable hours. Found and stopped profit leaks and inefficiencies.
- Led task force to standardize hardware, software and network best practices across customer base.
- Designed an Internet storefront product, a pricing engine and a business intelligence solution.

ERP Programmer

2000-2004

Level I Programmer

1997-2000