SUMMARY

I am an accomplished and passionate software engineering leader with a track record spanning over 30 years. My extensive experience includes serving as Engineering Manager, Chief Technology Officer, VP of Engineering, and Director of Mobile Development, in addition to many years of hands-on development expertise.

My skill-set encompasses a broad range, from business and management acumen to hands-on technical proficiency. I thrive on innovation, team growth, and shaping the technical direction of companies. With a wealth of experience in full-stack web and mobile development, I am well-versed in Agile methodologies, ensuring efficient and effective project execution.

Beyond my technical capabilities, I am deeply committed to educating, mentoring, and fostering communities of practice. For years, I have been an advocate for exceptional software development in the Detroit area, evidenced by my role as the founder of the Technology Mentorship Community for Michigan. My passion for technology extends to technical writing, as I take pride in authoring two published books: the Java Phrasebook and the Ruby on Rails Bible.

In my pursuit of software engineering leadership positions, I aim to leverage my vast experience, leadership acumen, and passion for mentorship and community-building to drive excellence, inspire teams, and achieve exceptional results. I look forward to contributing my skills and expertise to a forward-looking organization dedicated to pushing the boundaries of technology and software development.

EXPERIENCE HIGHLIGHTS

The New York Times
Remote

Senior Engineering Manager   2022, August - Present

Managed the Web Platforms team which is responsible for developing, and maintaining the core web application that serves the New York Times web content. My responsibilities included:

- Provide leadership in defining strategy and vision for the team
- Conducting 1-on-1 meetings with my team members to build relationships, assist with challenges, and provide mentorship and growth opportunities
- Work closely with Project Managers and Product owners to manage deliverables
- Assist team with technical challenges that occur during development
- Interview and hire additional team members
- Provide continuing feedback to team members along with semi-annual reviews
- Plan for salary, raises and promotions for team members

Roostify
Remote

Senior Developer / Engineering Manager   2021, February - 2022, June

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SKILLS

Leadership

Team Management

Mentorship & Coaching

Performance Reviews

Interviewing & Hiring

Agile Process Management

Development

Full Stack Web Development

Performance & Scalability

SQL, MySql, PostgreSQL

Amazon Web Services (AWS), Google Cloud (GCP), Heroku

JavaScript, Node.js, React, Ruby, Rails, Python, Java

GraphQL, REST, JSON

eCommerce (Shopify, Stripe)

EDUCATION

B.S. Electrical Engineering
University of Michigan,
Sept 1986 - May 1991

M.S. Education
Capella University,
Sept 2001 - May 2003

I was hired into Roostify as a Senior Developer and was promoted to the role of Engineering Manager in October, 2021. The Roostify product is a mortgage application and processing engine that is white-labeled by financial customers including Chase Bank. The tech stack used consists of Ruby on Rails, JavaScript, React, AWS, and Heroku.

Senior Developer
As a senior developer, I was responsible for leading and developing the implementation of new features within the core Roostify platform.

Software Engineering Manager
In this management role, I had a team of 6-10 software developers and QA engineers reporting to me. My responsibilities included:

- Conducting 1-on-1 meetings with my team members to build relationships, assist with challenges, and provide mentorship and growth opportunities.
- Manage an agile (scrum) development process
- Work with team to provide estimates and schedules for new projects
- Assist team with technical challenges that occur during development
- Interview and hire additional team members
- Provide continuing feedback to team members along with periodic reviews
- Plan for salary, raises and promotions for team members.

Tech Skills Used: Ruby, Rails, Full-Stack Development, REST, JSON, AWS, GCP, JavaScript, React

Powerley
Royal Oak, MI

VP of Engineering   2017, September - 2018, March

Powerley is a startup in the Smart Grid and Smart Home space. The Powerley platform includes a cloud-based web services infrastructure, native iOS and Android apps, and a dedicated in-home hardware platform, all able to communicate with a network of IOT smart devices. As VP of Engineering, my responsibilities included technology leadership, management, platform architecture, and managing process. A strategic initiative I took responsibility for was to redefine the product development process in order to improve predictability of deliverables, bring transparency into product development, and insure that the team is focused on strategic improvement efforts.

Additional responsibilities included:

- Manage development team of 20, including professional growth and mentoring.
- Driving strategic improvement across the development team.
- Drive solutions to tactical product issues.

Tech Skills Used: Ruby, Rails, Full-Stack Development, REST, JSON, AWS, JavaScript

Quikly
Detroit, MI

VP of Engineering   2016, March - 2017, August

Quikly is a start-up in the retail promotional marketing space, based in Detroit. As VP of Engineering, my responsibilities included:

- Architect scalability into the Quikly platform
- Define, execute and deliver on a vision and roadmap for the future growth of Quikly.
- Manage the development team. Hire, evaluate, and mentor new teams members
- Driving force behind creating a technical roadmap plan with dates and targets for future features and functionality for the product.
- Ruby, Rails, Node.js, AWS hands-on development
- Establishing a learning-centric culture with the goal of making Quikly an awesome place for technologists to work.

Hands-on work included transitioning a large Ruby on Rails based monolith application into a microservices based architecture. Developing an auto-scaler microservice on AWS Lambda to manage server load on the Heroku platform. Using technologies including Ruby, Rails, Node.js, Heroku, AWS EC2, AWS SNS, AWS Lambda, AWS ECS, Redis, Memcached.

Tech Skills Used: JavaScript, Ruby, Rails, Full-Stack Development, REST, JSON, AWS, Heroku, GraphQL

Lochbridge / Compuware
Detroit, MI

Director/Architect/Developer   2006, May - 2016, March

Spent nearly 10 years with Compuware, which later became Lochbridge, in a variety of roles within both product and professional services divisions. Highlights of that experience are below.

Director of Mobile Development
Responsible for leading a team that delivers solutions for iOS, Android, Windows, and HTML5/Hybrid platforms that run on phones, tablets, and in-vehicle systems. In this role I also served as the lead mobile architect. Responsibilities included responding to RFPs, setting mobile technology direction for the company, conducting regular 1-on-1 sessions with development staff, mentoring development staff, conducting performance reviews and career planning sessions, architecting and estimating solutions, leading development projects, and participating in mobile development coding. I was also responsible for identifying staffing needs, leading the interview process, and hiring candidates.

I also regularly engaged with all levels of management and staff within Lochbridge, and with current and prospective customers. Work alongside sales team to engage new customers and pitch solutions and services. Identify new opportunities for mobile business and manage pipeline and asset planning.

Principal Architect - Advanced Solutions & Innovation
As a member of the Advanced Solutions & Innovation Group, I led company-wide efforts related to open source initiatives and collaborative innovation. As a part of this team, I developed an internal Innovation Forum portal allowing Lochbridge to adopt more of an internal open source culture to build assets, share knowledge, and innovate on advanced technologies that we can successfully bring to market. This web app was built using Ruby and the Ruby on Rails framework. The Advanced Solutions & Innovation Group is part of a CTO office within Lochbridge.

Technical Architect
I as a technical architect across several organizations within Compuware. These included the Compuware products team, the professional services group, the CTO office, and the Covisint subsidiary.

With the professional services group, I primarily worked with automotive clients including GM, GM Onstar, and Chrysler. This included experience developing and leading development of mobile apps for the headunits of GM vehicles.

My experience here included development roles utilized Java, Ruby, Perl, and JavaScript. Also team management and leadership responsibilities along with leading architecture on many professional services projects.

Also an active part of seeking new business through RFP responses and proposals. Defined solutions, work plans, and architecture for proposed business.

Tech Skills Used: Java, JavaScript, Ruby, Rails, Mobile Dev, Swift, Full-Stack Development, REST, JSON, AWS

OTHER EXPERIENCE

Alfa Jango
Technical Lead / Developer

2018, November - 2020, September

LogicaCMG
Senior Java Architect

2003, February - 2006, May

MedCharge
Development Team Lead

2002, February - 2003, January

Spherion
Senior Java Architect

2001, May - 2002, January

PriceWaterhouseCoopers
Security Consultant

2000, October - 2001, May

Cyclone Commerce
Lead Developer & Architect

1997, March - 2000, October

Motorola
Senior Software Engineer

1991, June - 1997, March