Profile

I Value:

Outcomes
- *Practice over Heroics*
- *Gently exceed customer expectations*
- *There is* always *more to learn*
- *Collaboration over Competition*

Supported by
- *Fast, dependable, automated tests* quickly direct the developer to problems and document the system.
- *Automated build and deployment* cycle rapidly between conception and delivery, with True *Continuous Integration* for release decisions without constraint.
- *Iterative designs* grow solutions to complex problems from simple components.
- *Pair-Programming* maximizes peer-review and shares knowledge.
- *Test-Driven Development* toward solid design, complete tests, and confident development.

Skills

Proficient	Ruby, Clojure, Javascript	
Professional	Ada, Java, C, C++, Perl, Tcl/Tk, Php, Soar	*also Awk and Ksh, but that's a story...*
Hobbyist	Haskell, Prolog, Elm, MiniKanren	

Experience

September 2021- November 2022

Engineering Lead, *Provi*, Chicago, Illinois
Provi simplifies the complex process of ordering, selling and promoting wholesale alcohol between buyers, distributors and suppliers. At Provi, I:
- managed a team of nine software developers of varying experience levels.
- mentored team members through Agile practices such as TDD and Pair-programming.
- oversaw architecture and design for Ruby on Rails and Javascript Svelte code bases.

Skills: *Management, Agile / XP, Ruby, Rails, Svelte.js*

September 2019- September 2021

Senior Software Developer and Team Co-Lead, *OppLoans*, Chicago, Illinois
OppLoans is a leading fintech platform that powers banks to help middle income, credit-challenged consumers. At OppLoans, I:
- continually helped the team improve its development and delivery process.
- applied agility and design to the Ruby on Rails front-end and to its supporting services.
- worked with team members to develop a culture of continuous learning.
  - "Toby is the type of person that when he commits to something, it will get done."
  - "Toby is always super helpful to everyone on the dev team. When people are stuck on something, he always offers to jump in and take a look. He does a really good job of sharing his knowledge around Rails and Ruby, so we all learn a lot from him."

Skills: *Management, Agile / XP, Ruby, Rails, Clojure, React*

June 2018- September 2019	**Lead Software Developer**, *OpenMarkets Health*, Chicago, Illinois OpenMarkets is a rapidly growing technology company reinventing the healthcare equipment marketplace with an emphasis on data, collaboration, and simplicity. While at OpenMarkets, I:

- led the team in developing a new, stream-lined, deployment process that allowed more frequent and responsive deployment of features to production.
- led and trained the team in desiging and developing the Clojure back-end and ClojureScript front-end of the OpenMarkets platform.
- helped the team develop an effective strategy for remote pair-programming.

Skills: *Management, Agile / XP, Clojure, ClojureScript*

May 2015- January 2018	**Lead Software Developer**, *Goldstar Learning*, Chicago, Illinois Goldstar produces masterymanager.com, an assessment and reporting tool for K-12 teachers and administrators. Once administered, educators can produce a set of reports to demonstrate the efficacy of the material being taught or of the assessment itself. While at Goldstar, I:

- led the initiative to migrate mastery-manager's current decade-old monolithic Perl system into smaller redesigned sub-systems.
- instructed developers–with widely varying experience levels–in Object-Oriented software design, systems architecture, and planning.
- began the creation of a new reporting system backed by Clojure that will ultimately allow for real-time assessment result reporting. Reporting results are presented in a set of interactive views implemented with the d3.js library. The use of generative tests via test.check resulted in a significant reduction of defects.

Skills: *Leadership, Agile / XP, Ruby, Rails, Clojure, Perl*

December 2010– May 2015	**Senior Developer**, *Backstop Solutions Group*, Chicago, Illinois Backstop is an award-winning software provider that creates solutions for a wide variety of fund managers. I worked on the InvestorBridge platform: a Rails application that integrates with Backstop's Java CRM platform to provide an information portal for fund managers to more easily release information to their investors.

- shared expertise company-wide in such areas as Agile planning, developer testing, Object-Oriented design principles, Javascript and Ruby fundamentals, performance analysis and optimization, debugging, configuration management, and general software design.
- coached developers through the practice of pair-programming.
- gave a number of classes in these areas.
- led the team in the development of a Clojure/Datomic back-end for encoding the complicated permissions applied to InvestorBridge resources.

Skills: *Leadership, Agile / XP, Ruby, Rails, Clojure*

April 2007– December 2010	**Senior Consultant**, *ThoughtWorks*, Chicago, Illinois ThoughtWorks is a global software consultancy with a focus on Agile software delivery and client enablement. While at ThoughtWorks, I was involved with the following clients:

April 2007–
December 2010

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ThoughtWorks is a global software consultancy with a focus on Agile software delivery and client enablement. While at ThoughtWorks, I was involved with the following clients:

- *Major Political Party*: Created a high-performance national voter lookup service to aid their collaborators in sharing voter information and with locating and de-duplicating their large database. The service is implemented as a Ruby Rack endpoint in front of a MongoDB database. Also created a similar service in Sinatra for reserving voters with an iPhone canvassing application.
- *Major Labor Union*: As part of a new program to organize and train 10,000 of their members, led a team to create a social-networking platform to support collaboration and involvement. The site is implemented in Ruby on Rails and tested with RSpec and Cucumber. It is deployed on Passenger.
- *Oracle Mix*: designed, developed, and deployed mix.oracle.com in a compressed engagement of 5 weeks and two developers, working closely with Oracle Labs to iteratively deliver a new customer engagement site for Oracle customers. The site claims to be the first enterprise deployment of JRuby on Rails for customer consumption.
- *Sleepy Giant*: near the beginning of Sleepy Giant's business, I helped coach the company through requirements gathering and categorization as well as coaching the developer through his early practice of Test-Driven Development.
- *Leading VOIP Provider*: worked as a developer on the team that rewrote the company's legacy J2EE front- end customer subscription system in Ruby on Rails. Following an initial production release, the team released to production every eight weeks with new features the client had been unable to add to the legacy system without introducing intractable regression issues. At last count, the site handled more than 200,000 hits a day and integrated with 2 legacy databases and more than 20 web services.
- *A Leading Wholesale Auto Auction*: This was the largest Ruby on Rails project to be undertaken anywhere in the world. The domain involved working on an auction site for trading automobiles which included many custom features for sellers. Helped on this team as a Ruby on Rails developer to build stories and get this project finished ahead of time. Involved in TDD with RoR, integrating RoR applications with web-services (written in Java), and functional integration testing with Selenium and Ruby.

Skills: *Leadership, Agile / XP, Ruby, Rails, Java, Groovy*

November
2006–
January 2007

Software Development Consultant, *Menlo Innovations*, Ann Arbor, Michigan

Menlo Innovations builds software for a very diverse client set using High Tech Anthropology® and Extreme Programming. Projects included a web based system to ease the viewing of compound testing results for a large pharmaceutical company and software to power a flow-cytometer for a small Ann Arbor firm.

During this brief but valuable engagement, I was able to:

- mentor junior developers in Object Oriented Design and in automated testing.
- contribute to architecture discussions and decisions.

Skills: *Mentorship, Agile / XP, Java*

July 2005–
November
2006

Software Engineer, *Soar Technology*, Ann Arbor, Michigan

Soar Technology develops and researches cognitive software for application in training, modeling & simulation, intelligence analysis, command and control, robotics, and medical informatics.

While at Soar, I:

- Developed tools and systems to apply artificial intelligence technology to simulation, modeling, and user interface design.
- Created custom IDE applications on top of the Eclipse platform.
- Developed and maintained tools, using Java Swing and SWT, for visualizing the state and actions of AI agents. This included mapping, event table, and agent interaction visualizations.
- Instigated the deployment and use of multi-platform continuous integration practices.
- Integrated several diverse systems, including an agent component in Soar, to model complex social networks.
- Advocated for, and helped implement, an open team room to facilitate communication and collaboration.

Skills: *Agile / XP, Soar, C++, Ruby, GOMSL*

May 2002– July 2005	**Research Engineer**, *Oasis Advanced Engineering*, Auburn Hills, Michigan

Oasis develops hardware and software for advanced military training systems, including technology that embeds training devices into fielded vehicles. These devices allow crews to train while deployed, where normally their skills decline.

While at Oasis, I:

○ Participated in the development of a safety-critical base operating system. The system was targeted for the Visual Display Unit used to monitor a nuclear power plant. The code followed the strict guidelines of the Nuclear Regulatory Commission for software safety.

○ Participated in the implementation of several versions of the Abrams Common Software Library (ACSL) and Wolverine Common Software Library (WCSL). These projects entail the conversion of vehicle software for use in all M1A2 Main Battle Tank, M1A2 SEP Main Battle Tank, and Wolverine Mobile Bridge Deployment System training devices. The functionality of the vehicles' embedded operating systems, graphics systems, and communication bus are preserved in a UNIX operating system environment.

Skills: *Ada, C, C++, Java, Perl, Php, Ruby*

Education

2002	**Bachelor of Science, Computer Science with Honors**, *Michigan State University*, East Lansing, Michigan

Military Service

1995–2000	**Michigan Army National Guard**, *1070th Maintenance Company*, Lansing, Michigan
1992–1995	**United States Army**, *1st Infantry Division*, Fort Riley, Kansas