**Josh Thephasdin**

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**Software Developer**

**Simplify Complexity, Bridging Business and Technology to Drive Profitable Growth**

Agile, self-driven full stack software developer and sales manager with experience in sales management, inside sales, and client relationship management at regional and national levels. Focus on automation and process improvement, from development through delivery.

Areas of Expertise:

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| * **IT Background and Experience** | * **Product Innovation & Development** |
| * **Full Stack Engineering (MERN)** | * **Process Improvement** |
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# Professional Experience

**GENERAL ASSEMBLY**,Chicago, IL 2022 - Present

## Software Engineering Immersive Apprentice

Successfully completed 500+ hours of expert-led instruction in JavaScript, HTML/CSS, and Python, including hands-on learning of React, Node.js, PostgreSQL, Git, GitHub, and other industry leading technologies. Developed projects include:

* **Restaurant Menu Builder:** Built with MongoDB, Mongoose, Express, Liquid and Bootstrap. Users can build a unique restaurant menu, complete with user authorization and validation.
* **Pong:** Recreated 1970s game Pong, using Javascript, HTML, CSS and Canvas. The object of the game is to keep the ball moving using a paddle. Users can keep score, move up levels and see current lives lost.
* Created other projects on [Github](https://github.com/tthephas): Form wave, Split landing page, Blurry loading screen, React burger stacker, Rotating nav bar, Progress steps, Expanding cards, Tic Tac Toe, House of Dragon, Canvas crawler.

**C.H. ROBINSON WORLDWIDE, INC**., Chicago, IL 2002 - 2023

## General Manager, Capacity Sales (Strategic Innovation and Technology) 2013 - 2022

Led ~40 direct reports across multiple teams. Managed weekly stand-ups and monthly reviews. Architect and owner of business plan, ensuring alignment between sales and corporate strategies at Chicago branch during digital enterprise transformation. Reviewed and overhauled internal processes, systems, and tools to maximize growth and potential. Provided leadership for diverse, cross-functional teams in sales, solutions, and CRM roles. Ensured all quotas were met or exceeded. Championed new tools for data-driven decision-making and automation. Averaged 135,000 shipments and $12.5M in branch revenue on annual basis.

* Managed sales and leadership activities, driving company growth from $3B revenue to $26B revenue: 866% growth in a very competitive market.
* Spearheaded digital transformation of company, championing initiatives to become largest digital freight broker in global market.
* Headed Automated Booking Team, increasing automated bookings by 18% over a 3-year period through proactive development of new digital platforms and all associated solutions, processes, and tools.
* Developed Python packages, fully automating ~24% of booking processes.
* Facilitated over 1K API set-ups between internal IT department and carrier ELD providers, decreasing manual tracking calls by ~55%.
* Served as internal advisor for Idea Portal, enhancing market’s largest proprietary 3PL platform.
* Liaised between the internal IT department and Chicago Central branch to assist with technology training, system development, and technical support, suggesting enhancements to legacy processes and technologies, achieving ~$100K.

# Education

**Bachelor of Science (BS)**, Business Processes Management and Operations Management,

Kelley School of Business – Indiana University, Bloomington, IN

# Certifications

Microsoft Azure Fundamentals, AZ-900 Certiﬁed, 2021

APICS Certiﬁcation - Certiﬁed Supply Chain Specialist, 2016

# Technical Skills

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| **Oﬃce Productivity:** | Microsoft Oﬃce / Microsoft 365 (Word, Excel, PowerPoint, Outlook), Microsoft Teams, Slack |
| **Data Analysis & Data Visualization:** | Power BI, Python |
| **Languages**: | JavaScript, HTML5, CSS3, Python |
| **Frameworks / Libraries**: | React, Express, Mongoose, Bootstrap, Liquid **Tools**: Git / Github, Node.js, Postman, REST API, Axios, Django |
| **Database**: | SQL, MongoDB |