

Building the Right Software, the First Time

PROMISE	A team that really understands its purpose and cares about the customer and their teammates as much as their craft can produce amazing results. I understand what it really means to be Agile, and I bring a rich history of delivering quality software using agile methods, along with the awareness and tool set to help people reach their highest potential.
PROCESS	OO/Functional software developer (full SDLC) ▲ eXtreme Programming (TDD/BDD/LT, Mob/Pair Programming, CI/CD, etc.), Scrum, Kanban ▲ Participatory leadership, self-governance, Sociocracy , Holacracy , Core Protocols ▲ Large-group decision-making, Dynamic facilitation, Conversation craftsmanship ▲ ICF Certified Coach
TECH	Java , Clojure , Compojure-api, Mount, Perl ▲ HTML , CSS , XML ▲ REST , Thrift ▲ Ubuntu , Mac OS X ▲ IntelliJ IDEA , Jenkins, CircleCI ▲ Git , Subversion, Jira/Greenhopper ▲ HTTP Kit , JBoss, Tomcat ▲ Ant , Ivy, JUnit, Maven, FitNesse ▲ EJB3 , JPA , Hibernate , Servlets, Stripes , Lucene, Guice, JDBC , JAX-RS ▲ JavaScript, JSON, Node.js, jQuery
EXPERIENCE	Senior Software Engineer Player-Coach 03/2018-Present OppLoans Chicago, IL Building and maintaining a technology platform in a system of AWS Lambdas using Clojure and Terraform that enables high-speed, socially responsible lending. Supporting teammates in their professional growth. Studying and applying advanced approaches to Test-Driven Development (including Literate Testing), Mob Programming, and Collective Code Ownership (including Infrastructure-as-Code). Agile Team Coach 11/2017-03/2018 Accenture Chicago, IL Supported agile programs by coaching technical leaders and team process coaches. VP of IT Culture 03/2017-11/2017 Guaranteed Rate Chicago, IL Provided one-on-one coaching for leaders, as well as team coaching for software teams. As interim manager, built out a self-organization framework to encourage development of leadership skills for three teams. Wrote Clojure code periodically to support the group on urgent requests when overloaded. Agile Technical Leader / Coach 06/2016-03/2017 McKinsey & Company Chicago, IL Supporting companies in technical agile transformations. Taking on lead role as needed, then fading into coaching role as client becomes self-sustaining. <i>Financial Services / Digital Banking:</i> Scrum, Kanban, Leadership Coaching, Conflict Resolution, Feedback, Distributed Authority, Scaling Agile. Vice President, Software Development 11/2015-04/2016 Centriq Technologies, Inc. Chicago, IL

Built out a business, culture, team, and complete portfolio of Software products that enable you to put your home in your hands.

Tech Highlights: Clojure, SpecJ, REST, MySQL, eXtreme Programming (TDD, Pair Programming, Continuous Integration, etc.).

Director of Software Development 11/2013-10/2015
OpinionLab Chicago, IL

Highlights: Holacracy, Scrum Coaching, Clojure, REST, PostgreSQL, TDD, Pair Programming, Continuous Integration

Development Manager 05/2010-11/2013
Backstop Solutions Group, LLC Chicago, IL

Software Team Lead 10/2008-05/2010
Ocean Tomo, LLC Chicago, IL

Technical Specialist 05/2008-10/2008
Precision Systems Computing, LLC Schaumburg, IL

Senior Developer 08/2007-05/2008
FirstDIBZ Chicago, IL

Lead Developer 12/2006-08/2007
G2 Switchworks, LLC Chicago, IL

Senior Developer 09/2004-12/2006
Backstop Solutions Group Chicago, IL

Senior Developer 02/2002-09/2004
Expand Beyond, Corp. Chicago, IL

Software Engineer II 08/2000-02/2002
Motorola Arlington Heights, IL

EDUCATION

Bachelor of Science, Computer Science
(GPA: 3.8)
University of Akron, Akron, OH July 2000

Coach Training 194 CCEU
CRR Global, NeuroLeadership Group,
Gallup
November, 2011 through April, 2015

Associate Certified Coach
International Coach Federation
November 14, 2013 through December, 2019

Certified Scrum Professional
Scrum Alliance
January 16, 2014

Certified Holacracy Practitioner
HolacracyOne, LLC
September 4, 2014

Gallup Certified Strengths Coach
Gallup, Inc.
April, 2015