

RESUME

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SUMMARY

Experienced software manager accustomed to building or re-building teams to deliver benchmark results. Strong developer, knowledgeable about a wide range of technologies, leads by example. Understands software development from "bare metal" up through business strategy.

- Proven leader of high morale high output teams
- Leads by example, rolls up sleeves and writes code
- Familiar with a broad range of current technologies for web, applications, and server.
- Experienced with implementing agile practices in the fabric of a larger enterprise
- Innovator, serial "intrapreneur", instigated major Microsoft re-org around Internet television, spawned the Java browser project at Spyglass, created the product lines at Central Data that led to it being acquired by its biggest competitor.
- Enjoys communicating, speaking, mentoring, cross-group and cross-company collaboration.

EMPLOYMENT

Microsoft - June 1997 to July 2014

Senior Software Engineer

- Moved to Arizona and returned to developer roots
- Worked on many aspects of the Xbox Live 1st party video service
- Individually responsible for tool chain for captions and subtitle ingestion and processing, including a system for doing automated alignment of captions with media (patent pending)

Software Development Manager, MSDN

- Responsible for all aspects of the MSDN technical web site
- Defined requirement and schedules for editing and publishing tools
- Drew up statement of work (SOW) for external consultants to help build the next generation MSDN publishing platform
- Highly agile team, two week sprints, strong focus on accountability and throughput

Product Unit Manager, Microsoft Television

- Ran the Redmond portion of Microsoft TV
- Worked with cable television technologies and embedded firmware for legacy set top boxes and later on the Microsoft IPTV offering
- With the Microsoft TV CTO Peter Barrett, ran incubation efforts which led to a major Microsoft re-org about Internet television (eLive)

Various previous roles, development manager, development lead, software developer

- Worked on initial release of the PocketPC
- Built publishing tools and utilities for MSNBC

Previous work experience

- Prior to Microsoft, worked on Internet web browsers, Unix and NT device drivers, and embedded firmware for various IO devices at Spyglass and Central Data Corporation

TECHNOLOGIES

I am familiar with a wide range of technologies both web-centric and application-oriented. In approximate order of familiarity: C#, Javascript, HTML and HTML5, CSS, CSS3, XML, C/C++, audio DSP, Java, Perl, JQuery, DirectShow, DirectX, and much more. I am familiar with Windows systems as well as Linux. I'm a fan of Microsoft's Team Foundation Server (TFS) which is their suite of software life cycle management tools. These tools are deeply integrated with Visual Studio and support all aspects of software development: source code control, story/feature/task management, bug tracking, continuous integration, deployment, and more.

SPEAKING AND MENTORING

I presented to a number of Microsoft groups on Agile and other methodologies for increasing team throughput and driving positive team morale. I was active early on in the Agile movement, helping drive adoption of agile techniques, bringing in Ken Schwaber to speak, and working with Ward Cunningham during his brief tenure at Microsoft to organize a number of Agile events where developers could cross-pollinate and discuss agile concepts. I recognize the need to adapt agile processes appropriately to company objectives and team sizes.

I also maintained a number of both mentor and mentee relationships to help others grow and to identify areas in myself for improvement and growth.

HOBBY WEB SITES

I run a handful of popular Internet sites:

freecell.net - popular addictive online solitaire (used AJAX long before it was christened AJAX)

jezzball.net - twitch game using HTML <CANVAS> and Javascript

winnablesolitaire.com - familiar Klondike solitaire with mods to make it 100% winnable

LANGUAGES

English, Spanish, Portuguese

EDUCATION

E.E. and C.S. course work at the University of Illinois