SEAN RUSSELL

Software Engineering Leader

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EDUCATION

COMPUTER SCIENCE
University of Oregon
1989 - 1995

EXPERTISE

Organizational leadership

Budget management

Program management

Software engineering experience

Agile Methodologies

Software architecture & design

SKILLS

Leadership

Collaboration

XP

Waterfall

Estimation

Go

SQL

HTTP

XML

Linux

Bash

Scrum

Clean Architecture

UML

PROFILE

As a Senior Software Engineering Leader with deep, hands-on engineering background and over a decade of leadership experience, I help development teams collaborate with business to deliver meaningful solutions.

WORK EXPERIENCE

GERMANE SOFTWARE

Management Consultant   *2019 -*

Providing architecture, process, and leadership guidance to improving software engineering organization effectiveness. Focusing on organizational health, product quality, and delivery accuracy.
- Analysis of systems and proposal, including costs and estimates, to improve security after suspected data breach.
- Review systems and provide semantic documentation for DB schema, processes, architecture, and security surface area.
- Provided proposals to reduce security surface area, e.g. schema changes to segregate PII, introducing encryption of in-transit data, etc., including cost and risk estimates. (Client: Energage)
- Closely collaborated with CSO and Engineering VP to align and agree on proposed solutions and embedded data. (Energage)
- Recommended process changes to introduce security audits and exposure reviews. (Energage)
- Provided semantic documentation for DB schema, processes, architecture, and security surface area. (Energage)

INTERNATIONAL SOS

Solutions Architect, Corporate IT   *2018 - 2019*

Develop software architecture, standards, and design templates. Supported business and product teams with architectural solutions that drove bottom-line growth, client satisfaction, client retention, and technology modernization.
- Collaborated with product owners on strategic road map for 6 product lines for both legacy product enhancements and new product development.
- Developed solution architecture approach for mobile, web, and back-end data analysis and response application suites.
- Supported global digital transformation initiatives affecting internal and external-facing systems.
- Led corporate architecture in strategic technology projects for cloud migration and strategic partner integrations.
- Provided architectural leadership for internal and external development teams across multiple business lines.
- Designed target enterprise data and architecture model for 3-year digital transformation effort.

Sr. Director, Technology Architecture and Delivery   *2014 - 2018*

Headed organization of 50 employees in Program Management, Development, and Quality Assurance teams. Responsible for managing a $5MM CAPEX / $3MM OPEX budget and the full product life-cycle of client-facing products.

PRESIDENT'S ACHIEVEMENT
AWARD
Yellowbook

CEO'S OUTSTANDING
PERFORMANCE AWARD
TruePosition

AIRBORNE CERTIFICATION
US Army

MERITORIOUS SERVICE
AWARD
US Army

INTERESTS

Skiing

Open source software

Home automation

Voting theory

Process improvement

Healthy work environments

Mid-Century Modern
architecture

Art Deco

- Led application development organization to lower TCO, improve product integration and data sharing, support business intelligence to leverage data resources.
- Provided outstanding customer experience and business support for all of the company's direct revenue-generating software products.
- Guided team during period of direct product revenue growth from $80MM to $150MM, with 30% YoY average product sales growth.
- Teams built and maintained software provided as core-business membership benefits (indirect revenue) which saw similar increases in resource and data demands due to client expansion.
- Drove adoption of agile development processes, including organizational changes automating and reducing deployment times from 8 hours to 4 on flagship product.
- Initiated efforts to consolidate, standardized, modernize, and improve development tooling – VCS, ticket tracking, and collaboration platform.
- Additional responsibilities included vendor management; member of InfoSec steering committee; and GDPR and CSL response board.
- Managed distributed organization with FTE and consultant resources in US, UK, India, and Spain

Engineering Director   *2013 - 2014*

Directed new product development and maintenance on legacy client-facing information systems in a globally matrixed organization.
- Directed development of next-gen CMS. This CMS became the corporate standard across business units and resulted in a shift from a development-heavy content publishing workflow to one using a configuration-oriented approach.
- Managed teams responsible for product enhancements of legacy content systems, external content APIs and partner integrations, and questionnaire platform.
- Budget management of $1.4MM CAPEX investment, and $1MM G&A.
- Managed dispersed development teams in US and India.

YELLOWBOOK/HIBU

Senior Manager - IT Web Presence   *2011 - 2013*

Managed the development organization responsible for the product life-cycle for software serving client web sites including teams covering: functional specification and design authoring, business analysis, software development, release engineering, and post-release production support for over 350,000 clients. (Java, XML, Oracle Fatwire, Linux).
- Restructured organization, created and hired release engineer and architect positions to increase release cadence and improve quality.
- Initiated and drove process improvements: introduced agile software development practices; guided release automation initiative that reduced production release times from four hours down to thirty minutes.
- Instituted collaborative and structured requirement and issue tracking with business, which improved traceability and enabled adoption of more agile development processes.
- The process changes I initiated reduced ticket responsiveness from months to weeks.
- Received President's Achievement Award for leading a successful 2 year, 3 million dollar project to build support for and migrate 300k+ clients to a new content management platform.
- Managed teams based in US, India, China, and Ukraine

Lead Developer   *2010 - 2011*

Developed data extraction, indexing, and search (back-end) software for yellowbook.com.
- Developed enhancements to legacy batch ETL system (Java, Lucene).
- Designed and implemented a prototype for distributed delta ETL (introduced Erlang, C, MongoDB, and Protocol Buffers), with the result that the SLA was reduced from eight hours to two.
- Gathered requirements for design, prototyping, and implementation of natural language search engine indexing (phrasing, boosting, stemming, etc.).
- Performance in this role led to a promotion to Sr. Manager of the content management team.

TRUEPOSITION

Principal Software Engineer *2008 - 2010*

Software development on the product's configuration and performance monitoring component. Designed, developed, and provided project stewardship.
- Responsible for technical leadership of five off-shore and two on-site contractors.
- Team lead for re-architecture of core configuration logic from serial to parallel execution, with information dependency management, bringing configuration generation times from over an hour down to seconds, exceeding the business SLA requirements.
- Team lead for adding support for then next-gen UMTS cellular protocol.
- Waterfall model requiring collaboration between multiple software, hardware, and firmware teams.
- Team member on a large codebase, 3-tier POJO + Swing Java-based systems configuration application. The application calculated mobile locations through trilateration of cell tower signals.

Senior Software Developer, consultant *2006 - 2008*

Team member on a large codebase, 3-tier POJO + Swing Java-based systems configuration application. The application calculated mobile locations through trilateration of cell tower signals.

RCG IT

Software Developer, consultant *2004 - 2004*

Business transaction ETL services for gas, oil, and trucking industries.
- Provide and test software for translation of EDI and XML messages.
- Prototyping a client on-boarding web application.

SAI PEOPLE SOLUTIONS

Software developer consultant, Scientific Computing and Mathematical Modeling group *2004 - 2006*

Contract software development consultant
- Created registration and DAM software for the 2005 Mathematical Modeling Symposium (Ruby).
- Designed load balancing software for Matlab server farm. (C, Java, Matlab, Ruby, SVG).
- Administered a 29 node Linux server cluster. (LDAP, Linux, Apache, Tomcat, MatLab, Netboot)

Software Developer consultant, IT R&D *2002 - 2004*

Consultant with GlaxoSmithKline, working in I.T. R&D
- Develop drug discovery and IT support tools.
- Research, design, and delivery research of knowledge management tools.
- Design and implemented data entry toolkit for data integration project.
- Product delivered was used by multiple I.T. groups in support of business units, as well as being adopted outside of the primary project by other business units.

N-LINK

Software Developer *1998 - 2001*

Government contracting company. Software engineering consultant at the US Forest Service, developing statistical analysis tools for nationwide Oracle database(s). Designed and developed business logic and user interface tiers of a three-tier system in Java. Linux admin & AIX liaison. Lead for a team of four on-site: three developers and a technical writer.
- Senior developer in team.
- Design & development of a statistical analysis tool for a series of organization-wide, standardized ecological databases.

- Refactored a legacy data processing tool, improving speed by a factor of 38x by rewriting bash shell scripts in Ruby.
- Resident Unix expert, serving as AIX and Linux liaison for the team.
- Delivered project ahead of schedule, on spec, gaining client additional internal users through presentations and public forums.
- Research and design of a knowledge management user interface, for browsing ontologies and resources.
- Mentor junior developers.

UNIVERSITY OF OREGON

Faculty Software Engineer   *1994 - 1998*

Development of physics simulation Java applets for distance learning projects.
- Systems administration of small Solaris web server farm.
- Wrote numerous applets simulating physics lab experiments.
- Developed 'docproc', the first pure Java XSLT processor, in support of the distance learning project.
- Developed 'jDB', the first pure Java OODB, in support of an online exam application.
- Won first runner up position in the first Sun sponsored Java programming contest.
- Several applets were featured in a number of Java programming manuals (publications).