

OBJECTIVE: Helping small teams cheerfully make sustainably great products for real customers

SUMMARY

- ❑ VP/Engineering and line manager for R&D software groups
 - ❑ Innovator/architect for commercial J2EE app server and flexible services framework, leading 40-developer team at 6 sites worldwide through full life-cycle
 - ❑ Process/systems-view champion, emphasis on targeted metrics and automation
 - ❑ "...technical breadth, self-confidence, and presentation skills" - CEO, Lutris; "excellent" evaluations from UCSC students; see endorsements on LinkedIn profile <http://www.linkedin.com/pub/0/48/804>
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EXPERIENCE

CARBONERA Architect/Consultant Santa Cruz, CA
SOFTWARE

10/01-pres CarbonEra (a.k.a. Stidolph Software Engineering) is me, consulting in engineering management and Java-centric middleware, while developing products and tools. Now looking into Web 2 technologies

- ❑ **Platform design:** platform def for middleware for digital video app
- ❑ **Risk/quality analysis:** review and report on server-side development teams, process, and projects
- ❑ **Product definition assist:** architecture, design stimulus, and review for middleware products
- ❑ **Teacher** senior-level Software Methodology, UC Santa Cruz (Winter 2004)

SIDEREAN VICE PRESIDENT, ENGINEERING El Segundo, CA
SOFTWARE

10/04-2/06 Siderean builds a low-latency Faceted Navigation engine which is extraordinarily easy to use

- ❑ **Process:** Initiated "Quality Engineering" efforts with reportable quality metrics; instituted Change Control Board, use of issue tracker and continuous integration tooling, SCRUM-like process for distributed team, deepened testing in all aspects, first adoption of MRD/PRD-driven release. Directly handled critical customers and custom engineering support. **Result** – reduced revision delivery time 75% for a Tier 2 drop, while increasing measured quality.
- ❑ **Staff/Budget:** Led Dev, QA, and Doc through initial growth (to 10) and first use of outsourced help (UI, specialized consultants, offshore dev). Found better roles for misplaced personnel; kept morale high through turbulent periods. Developed and slightly underspent Eng/IT budgets (cap & ops). **Result** – stable and productive dev team; continued investment flow into company
- ❑ **Product Delivery:** Multiple Tier 2 and 3 updates to market, and launched parallel effort to Tier 1 update (significant architectural repositioning laid basis for add-on products) **Result** – steady product stream; very short times from customer bug report to fielded fix; enabled two new add-on products

LUTRIS Chief Architect, Advanced Products Santa Cruz, CA
TECHNOLOGIES

1/00 –10/01 Lutris (became Gridion) provides open-source and proprietary enterprise Java infrastructure

- ❑ **Engineering Leader:** Championed tech values and maintained cohesion as team grew to 40 worldwide (US, UK, and France). Developed code/design standards; did manual code reviews then introduced automation. Resolved inter-team technical issues. **Result** – quickly shipped a commercial J2EE server (total 1.2M SLOC, averaged 11 SLOC/hr; "normal" would have been 3 to 5 SLOC/hr)
- ❑ **Technical Innovator:** Defined industry-leading services-oriented architecture with per-customer selectable services, safe component/pool sharing, customizable security, and deep management. Designed adaptive interceptor architecture for flexible composition of behavior and easy debugging. **Result** – shipped innovative J2EE server supporting non-J2EE services and enhanced ASP revenue model (e.g., sell resources with variable QoS); as J2EE market shifted, same framework used to produce a grid computing node product and a distributed development platform

- LUTRIS TECHNOLOGIES** (cont.)
- ❑ **Open Source Coordinator:** “Open source” benefits come with risk of non-delivery or low quality, so I modularized design with fall-backs; also, I chaired and participated in multiple Working Groups to drive delivery. **Result** - product shipped on time with over 500KSLOC non-Lutris open source elements, and only one substantial feature slip from any open-source element
 - ❑ **Vision Evangelist:** Created/assisted white-papers, presentations, videos about services architecture. Communicated well in appropriate style at multiple levels. Presented at JavaOne (twice). **Result** – vision adopted across company and by our customers, and tech teams took ownership

PROGRESS SOFTWARE Architect, "leapfrog" server group; Newark, CA
 Senior Engineering Manager, server group

7/98-1/00 *Progress Software is a public company (PRGS) supplying 4GL database tools and servers to ISV channels worldwide; our Newark office performed Java R&D for the “next generation” app server*

- ❑ **Technical Innovator:** First member of “Leapfrog group” exploring new technology. Represented Progress to ODMG (industry standards group). Defined component-oriented framework, led effort to define server. **Result** - flexible components framework; delivered EJB1.0 server with small staff
- ❑ **Group Management (8-12 developers):** Recruited, mentored and managed internal developers. Formed code-centric teams, using lightweight UML-centric process. Clarified coding values, then delegated and enforced technical ownership. **Result** – *improved execution* (first on-time shipment from the office, leading to increased budget and responsibility for team) and *high morale* (when company transferred work to East Coast, most of the team elected to transfer)

VERSANT Integration Engineer, Technical Marketing Fremont, CA

12/97-5/98 *Versant Corporation is the industry leader for Object Database Management Systems*

- ❑ **Developer and Webmaster:** Created demos to show ODBMS speed advantage over RDBMS. As corporate Webmaster, simplified authoring process, implemented lead-tracking for web contacts.

GTE GOV'T SYSTEMS Senior Member Technical Staff Mountain View, CA

3/78-10/97 *GTE Gov't Systems (now General Dynamics Advanced Information Sys) produces advanced electronics communications systems for ground, air, sea and space applications. My career there was a steady progression in responsibility, sophistication, and creative scope, with a wide range of assignments but a long-term focus on complex, high-performance distributed systems. Sample accomplishments/roles:*

- ❑ **Led or contributed to technical aspects of business development, proposal generation, R&D, requirements engineering and implementation efforts:** technical director, sea surface radar proposal; technical lead, high-speed signal intercept/analysis system; technical lead, manuals validation for \$15M tech manuals contract; contributor, several real-time software elements of signal processing systems; contributor, advanced concepts and commercialization studies, etc. Significant involvement in embedded systems test and integration; team sizes to 8 direct, 20 indirect
- ❑ **Saved money and space in test effort:** Used PCs to replace complete (expensive) mockup subsystems; led development of new hardware base; wrote core interpreter for old language to reuse test code. Dramatically increased test system availability, saved money and space
- ❑ **Built space-saving, operator assistant for diagnostics:** "Concept" tool to eliminate paper manuals and improve troubleshooting a non-stop distributed system on at-sea submarines, using interactive graphics (before the Web) and simplified AI techniques. Working prototype shown to GTE Chairman, then at AOC industry trade show in Washington DC; triggered proposal to customer
- ❑ **Internal Consultant:** “breakthrough” ideas and quick-reaction help to many projects, using ability to learn and analyze quickly, then drawing on technical breadth to quickly spot and explain similarities to “lessons learned” in other projects, then sparking team to arrive at their own solutions

EDUCATION

STANFORD UNIVERSITY	1995 Master of Science, Computer Science (Systems)
STANFORD UNIVERSITY	1992 Advanced Software Certificate (Systems)
NORTHWESTERN POLYTECHNIC UNIVERSITY	1988 Bachelor of Science, Electrical Engineering (Valedictorian)