

Summary

A natural leader with 25 years' experience building a broad set of projects. Passion for frameworks and libraries that provide developer productivity and system maintainability. Compassionate manager driven to build and strengthen diverse, geo-distributed teams and groups.

Experience

Principal Engineering Manager, Microsoft

2019-Present

.NET LIBRARIES TEAM

- As one of three managers in the .NET Libraries group, led my team to deliver .NET features across dozens of libraries
- Partnering with the Performance team, defined and led the strategy for monitoring libraries' performance changes
- Collaborating with the .NET 1st Party team, supported and resourced .NET modernization efforts within Microsoft
- Organized an "Area Pods" approach to assign areas of ownership to improve team dynamics and productivity
- Introduced a triage rotation to load-balance and improve cross-team triage responsibilities
- Initiated and led the Libraries group's contributions to Roslyn Analyzers to help developers improve their API usage
- Contributed to the design and delivery of features that help developers use platform-specific APIs successfully
- Finalized the design for obsoleting .NET APIs with custom and granular diagnostics

Senior Director of Web UI Engineering, SAP Concur

2015-2019

CORE UI, TRAVEL UI, EXPENSE UI, SMB ON-BOARDING UI

- Founded and grew a group with several geo-distributed teams responsible for the web UI platform and applications
- Recruited a diverse set of engineers and managers, growing the group to over 50 members and 9 teams
- Managed, mentored, grew, and promoted talent across the group; instilled a growth-oriented mindset
- Partnered with engineering groups across the US, Canada, UK, Germany, Czech Republic, France, and India
- Fostered a remote-friendly culture throughout the group, hiring and supporting remote engineers and managers
- Developed incremental product delivery strategies for projects ranging from weeks to years
- Shipped features across Travel, Expense, SMB customer on-boarding/administration, and cross-product integrations
- Directed technical strategies for UI components, platform libraries, system architecture, and product applications
- Contributed code into many product areas, technologies, platform libraries, and developer tools
- Received Fast Track and SAP Catalyst recognitions annually

Principal Engineering Manager, Microsoft

2008-2015

NUGET PACKAGE MANAGER AND NUGET.ORG

- Matured the NuGet package manager/nuget.org repository, growing it from a side project to a 13-person team
- Drove a phased nuget.org site and API redesign to overcome limitations of the previous monolithic architecture
- Re-implemented blog.nuget.org and docs.nuget.org to reflect a new information architecture and UX design
- Became the public face for NuGet; blogged for the team; engaged in social media; presented at global conferences

WCF RIA SERVICES

- Led the team through two releases of the line-of-business UI framework, integrating Silverlight and ASP.NET
- Designed and implemented UI data validation features for Silverlight and ASP.NET, shipping in the .NET Framework
- Developed and contributed to many of the UI components within the Silverlight SDK
- Integrated Visual Studio's visual designer with the Silverlight UI components
- Globalized and localized the product, partnering with translation teams
- Implemented a JavaScript client for WCF Domain Services

Program Architect, Business Integration Group

2003-2008

DATA ANALYSIS FOR STUDENT LEARNING (DASL)

- Architected the K-12 student information system for Ohio, handling all student data for class scheduling, attendance, report cards, transcripts, fees, discipline, and state reporting for 800,000 pupils in 650 districts and 16 data centers
- Led a 15-person team through 75,000 hours of .NET/SQL development, creating 1000+ screens and 100's of reports
- Created a full suite of custom components to provide UI consistency, developer productivity, and maintainability

HEALTHCARE WASTE SOLUTIONS CLEANBILL™

- Led a 5-person team through delivery of a healthcare waste invoice consolidation system for large hospital systems
- Architected the system using .NET, Windows Forms, and SQL Server
- Developed the UI framework and components, data validation system, and the core calculation/auditing engine

STATSWORLD FANTASY FOOTBALL (STATSWORLD.COM)

- Implemented most of the user-facing features, management screens, and the real-time stats import process
- Produced the industry exclusive "Game Summary" report for weekly league sports pages
- Operated thousands of fantasy leagues for tens of thousands of team owners

Co-Founder and Software Architect, WeDoWebStuff.com

2000-2003

- Completed over 100 web application projects for many industries, from sole-proprietorships to Fortune 50
- Created an ASP/ASP.NET system for Proctor and Gamble's cooking school (Culinary Sol), managing point of sale, classes, registrations, customer memberships, inventory, and e-commerce; implemented the entire front-end
- Helped dozens of businesses in my community obtain their first online presence and customer engagements
- Managed several employees and contractors alongside 2 other co-founders
- Fulfilled accounts receivable, accounts payable, and other business duties

Lead Developer, MultiLateral Solutions

1999-2000

- Co-architected a large web application for a dot-com startup that fully automated the mortgage closing process
- Led the frontend development using ASP/VB/HTML/CSS/JavaScript; implemented frameworks and components
- The application was used by many large financial institutions across the US, replacing their in-house systems

Quality Assurance, Structural Dynamics Research Corporation

1995-1998

- Automated tests and created the company's first web-based system for tracking issues found by automated tests