

Objective

To lead an engineering team at the Director level or above developing Internet-centric applications within a company that values my understanding of team dynamics and strong technical background

Summary

Skilled professional with over fifteen years of experience developing leading-edge products and managing teams of up to 30 engineers. I offer:

- Dynamic leadership for managing teams in fast-paced, competitive markets
- Strong communication, collaboration and organizational skills
- Extensive Linux/Unix, Windows, Macintosh, web and networking experience
- Experience throughout product development life cycle
- Professionalism and integrity

Experience

Aug 04 – Present

SearchFox, Inc. – Startup focused on search, tags and RSS (www.searchfox.com)

Director of Engineering

- Shipped 3 generations of search, tagging and RSS applications on Linux using Java, PHP, Perl, MySQL and DHTML/AJAX
- Key role in all aspects of fundraising and strategic planning

Jul 02 – Aug 04

MailFrontier, Inc. – Leader in email security (www.mailfrontier.com)

Director of Engineering (9/03 – 8/04), Senior Manager (8/02 – 9/03), Consultant (7/02 – 8/02)

- Responsible for engineering, QA, corporate IT, datacenter operations and tech pubs
- Grew team from 4 to 30+ with operations in California, India and Australia
- Delivered 4 major releases of the Gateway Server and 5 major releases the Desktop product
- Managed all aspects of multi-million dollar engineering budget
- Maintained strong working relationships with marketing, sales and the senior leadership team
- Developed procedures to ensure high product quality, manage schedules and track goals

Aug 99 – Jan 02

Excite@Home – Internet broadband ISP & portal (Nasdaq:ATHM)

Senior Engineering Manager – Subscriber Services: Mail, News & WebSpace (8/01 – 1/02)

- Led team of 5-6 engineers focused on Java, C/C++, Perl, Python & Bash development
- Retained entire team and maintained morale/productivity throughout the financial crisis and eventual collapse of the company
- Recruited a Senior Software Engineer despite company's Chapter 11 bankruptcy filing
- Instituted process improvements including schedules & engineering specifications
- Contributed to decisions made during the Sept, 2001 layoffs and developed a transition plan for the one employee within my team affected by those decisions
- Mentored team and managed career growth resulting in promotions for the majority of my team

Engineering Manager – Blue Mountain Invite (5/00 – 4/01) & WebMail (11/00 – 8/01)

- Led team of 3-5 engineers focused on Web application development in Java, Perl, Bash & SQL
- Gained experience managing WebMail at scale: 6 millions registered users, 1 million daily visits
- Instituted process improvements: Weekly Status Reports, Code Reviews & Release Management
- Managed employee performance issues including one case which lead to a formal performance plan and ended with the employee's resignation
- Maintained schedules for Invite & WebMail development – team hit all major milestones!

Senior Software Engineer – Excite Inbox (8/99 – 1/00) & Blue Mountain Invite (1/00 – 5/00)

- Built the integrated Address Book UI for Excite Inbox 2.0
- Refined the XML APIs used to communicate with the Address Book backend servers
- Built & Shipped Blue Mountain Invite 1.0 working closely with another Senior Engineer

- Apr 99 – Aug 99 **iBink Studios – *Personal consulting business***
Independent Consultant
- Analyzed Excite Inbox's Address Book while consulting with Excite@Home (7/99 – 8/99)
 - Created a database driven online photo album using Red Hat Linux, Apache & PostgreSQL
- Oct 98 – Apr 99 **There Inc – *Startup focused on multi-player online games*** (www.there.com)
3rd Founder & Director of Engineering
- Key role in all aspects of successful multimillion-dollar fundraising round
 - Designed & implemented key aspects of technology demo
 - Led ongoing engineering recruitment effort
- Jun 97 – Aug 98 **Adobe Systems – *Leader in desktop publishing software*** (www.adobe.com)
Senior Software Engineer – Java Web Authoring
- Prioritized features and formulated strategy as part of initial product team
 - Created cross-platform application framework based on COM, MFC & PowerPlant
 - Architected adapter to reuse Adobe Illustrator's cross-platform UI components
 - Created and managed project schedule
- Mar 92 – Mar 97 **Apple Computer – *Innovative hardware & software*** (www.apple.com)
QuickTime VR Project Lead (1996-97)
- Led development of major new release of QuickTime VR core technologies
 - Took initiative to refocus product around customer and business needs
 - Utilized ranking techniques to prioritize key markets and business strategies
 - Facilitated use of Web-based customer survey and analyzed results
 - Assessed capabilities of internal technologies and that of the competition
 - Engaged marketing, engineering and management in re-evaluating priorities
 - Proposed 1-2 year product roadmap and built consensus around planned features
- Lead Audio/DSP Engineer (1995-96)*
- Creator of Apple SoundSprocket, a set of 3D audio filters and APIs
 - Engaged Game Sprockets team in development of 3D audio
 - Designed and implemented low-level API and several efficient DSP algorithms
 - Shipped SoundSprocket 1.0, turning research prototype into finished product
- Network Software Engineer (1992-95)*
- Developed *Router Manager*, a key component of the Apple Internet Router
 - Completed implementation ahead of schedule
 - Extremely reliable, no need for bug-fix release
 - Rewrote AppleTalk Data Stream Protocol (ADSP) for Windows
 - Used in MACLAN Connect file & print sharing for Mac OS and Windows
- Feb 89 – Feb 92 **Pharos Technologies – *Software development & consulting services firm***
Macintosh Software Engineer
- Instrumental in design and implementation of STATUS*Mac, a network assets profiler
 - Designed, wrote and documented L5, a List Manager replacement for Mac OS
 - Assisted in creation of PharosApp, an object-oriented application framework written in C++ (STATUS*Mac is based on this technology)
 - Developed numerous custom solutions for Fortune 100 clients including:
 - CD-ROM based automotive parts catalog
 - E-mail gateway between Microsoft Mail and mainframe host
- Nov 87 – Mar 88 **Tenet Corporation – *Developer of job-tracking systems for publishing firms***
Unix Programmer
- Helped design and implement job-tracking system for use by publishing firms

Education

1983 - 1987

University of Kansas

Graduated with Highest Distinction in May 1987 with a BS in Mathematics and an emphasis in Physics – GPA: 3.9/4.0

Honors and Awards:

- Phi Kappa Phi Honor Society
- Excellence in Physical Chemistry Award
- Undergraduate Research Award
- 2 Mathematics Scholarships

1988

North Carolina State University

Received a Computer Programming Certificate in December 1988

1994 - Present

Classes, Workshops and Seminars

- Facilitative Leadership, Interaction Associates
- Project Management Seminar, Cadence Management
- Effective Communicating, Decker Communications
- Mastering Meetings, Interaction Associates
- Management Excellence & Management Seminars, Excite@Home
- Software Quality Functional Deployment (QFD), Zultner & Company
- Exercising Influence, Apple Computer
- Linear Systems Short Course, Apple Computer
- Digital Signal Processing I, UC Berkeley Extension

Qualifications

Management Style

- Strong technical background
- Effective facilitator
- Persuasive when necessary
- Have the “ship-it” gene
- Understand team dynamics
- Strong written & verbal communication
- Aware of team members’ abilities as well as project needs
- See “big picture” & balance planning/doing accordingly
- Effective management of morale, productivity & projects
- Work & play well with others

Technical Experience

Platforms:

- Microsoft Windows
- Unix (Linux & Solaris)
- Mac OS

Languages, Frameworks & IDEs:

- C/C++, Java 2 Platform, Objective-C, SQL
- JavaScript, Perl, Assembly (680x0 & PowerPC), MatLab, HyperTalk, AppleScript, Bash
- .NET, COM, ActiveX, STL, MFC, JFC & Swing, Cocoa, PowerPlant, MacApp
- Microsoft Visual Studio, MPW, Metrowerks CodeWarrior, vi, emacs, Interface Builder
- MySQL, Postgres, Oracle

World Wide Web, Internet & Networking:

- AJAX, DHTML, XML, CSS, DOM, Apache, Microsoft IIS
- PHP, Perl, JavaScript, Java Applets & Servlets, SQL, JDBC, JSP, ASP, CGI, ActiveX
- TCP/IP, AppleTalk Networking

Multimedia:

- 2-3D Graphics, 3D Audio, DSP design for Audio & Graphics
- QuickTime & QuickTime VR

Interests

Hobbies

- Photography – my personal photographs can be viewed at <http://www.ibink.com/photos>
- Exploring tech toys and cool new gadgets

Sports

- Mountain Biking, Snowboarding, Rollerblading, Running, Rock Climbing