

Summary:

Dedicated Agile coach since 2013, and Agile practitioner since 2003, with deep expertise in implementing Scrum, Kanban, and Lean in software-intensive and non-software contexts. Software engineer with over 25 years of practice as a Scrum Master, architect, and developer in government auto insurance, telecommunications, oil & gas, SCADA, and equity trading. Experienced team leader, engineering mentor, and valuable team player; skilled trainer, communicator, and facilitator.

Highlights:

- Agile coach with expertise in initiating impactful changes across organizational boundaries.
- Trained 300 people on Agile and DevOps at Shaw as part of an enterprise Agile transformation.
- Guest lecturer on Agile and Scrum, Information Design - Mount Royal University.
- Coached adoption of BDD to decrease lead time while reducing defects on a system of over 900k set-top boxes.
- Responsible Member – Software Engineering on Shaw’s Permit to Practice Engineering from 2014 to 2021.
- APEGA Professional Engineer (P.Eng.) since 1997 and EngGeoMB P.Eng. since 2021.

Experience:

President and Owner, Hacken Agile Software Engineering Inc. (May 2021 – present)

- Repairing the world of work by providing remote Agile coaching.

Scrum Master (contract), Manitoba Public Insurance (May 2021 – January 2023)

- Coached teams working in HR, finance, payroll, IT (Microsoft 365, Remedy, desktop support), and modernization.
- Introduced flow metrics (cycle and lead time, WIP limits, item ageing) and enterprise-wide prioritization of work.
- Developed high-trust relationships within and between teams.
- Mentored Product Owners and Scrum Masters in Communities of Practice to maximize their understanding of Agile.
- Pragmatically applied Scrum and Kanban practices in a SAFe organization.

Senior Agile Coach, Freedom Mobile (Shaw Communications) (July 2020 – May 2021)

- Coached senior leaders across the enterprise by understanding their goals and obstacles and offering context-specific guidance for their Agile transformation.
- Developed Agile transformation plan and playbook for Shaw.
- Guided the outsourcing of professional work products provided by APEGA-licensed firms.

Principal Consultant Engineer, Shaw Communications (March 2019 – June 2020)

- Facilitated the creation of self-sustaining, self-organizing teams that maximized the benefit of what they produced.
- Coached teams for effectiveness in the face of disruptive change.
- Provided Agile and Scrum consulting expertise to teams throughout Shaw.
- Acted as a trusted advisor, collaborating with teams and individuals to discover ways they could continuously improve.

Principal Software Engineer, Shaw Communications (November 2013 – March 2019)

- Developed and provided a 9-hour introduction to Agile and DevOps for 300 people throughout Shaw.
- Provided Agile coaching for multiple Scrum teams.
- Introduced acceptance criteria, unit testing, and peer code reviews.
- Developed Behaviour Driven Development framework for embedded JavaScript running on cable set-tops.
- Scaled development to two cross-functional Scrum teams.

Senior Software Engineer, Shaw Communications (December 2009 – October 2013)

- Developed an Agile software engineering practice worth following based on a hybrid of Scrum and XP.
- Introduced unit and integration testing, tooling for visual work tracking and peer code reviews.
- Practical application of Agile in embedded software.
- Arranged CSM and TDD training with Ron Jeffries and Chet Hendrickson.

Senior Software Architect, Shaw Communications (July 2009 – December 2009)

- Transitioned the team from an ad-hoc process to Scrum.
- Introduced weekly regression testing.
- Mentored Engineers in Training.

Software Engineering Architect, Pason Systems (January 2007 – March 2009)

- Designed inter-site communication standards using JMS and HTTPS.
- Expert in Linux, Perl, Regular Expressions, cfengine, and automonics.
- Performed design reviews, and code reviews.
- Created and chaired weekly team meetings to improve collaboration.
- Created branch management policies for parallel development, and release management.
- Encouraged feature-based Agile releases based on user stories, emergent design, TDD, and refactoring.
- Met weekly with other architects to share innovations and improve knowledge transfer.
- Encouraged developers to continuously improve, and continuous improvement of the development process.
- Created high-level designs for software update mechanism; system life cycle management; centralized management of a distributed fleet of Linux systems on land-based drilling rigs; 802.1x network using PPP over Ethernet.
- Researched and selected CentOS 5 as a replacement for legacy Red Hat 7.2 installations.

Senior Software Engineer, Pason Systems (May 2001 – January 2007)

- Designed and developed a method for automated and unattended remote system upgrades over a VSAT network; a method for performing unattended transformations of 8GB MySQL databases; application for mass imaging Linux hard drives.
- Designed back-end software components for backups, management of removable hard drives, and system upgrades.
- Converted application deployment system from tar files to auto-generated RPMs.
- Created coding and unit testing standards.
- Key developer in conversion from DOS/QNX-based product to Linux servers with Windows 2000 clients.
- Firmware programming for an Intel 8051 microcontroller in a hook load sensor.
- Configured and administered a new CVS server, replacing Visual Source Safe.
- Provided after-hours technical support for applications on drilling rigs.

Senior Programmer Analyst, EFA Software Services Ltd. (November 2000 – May 2001)

- C development (object-oriented), unit testing, QA, and maintenance for a high-performance equity trading engine.
- Responsible for peer code reviews and technical documentation.
- Created Perl productivity tools for developers.

Senior Systems Engineer, Neles Automation (now Schneider Electric) (October 1999 – November 2000)

- Designed and developed a real-time multithreaded Publish/Subscribe network layer in C++.
- Co-engineered middleware interface for Colorado Springs Utilities.
- Enhanced Chevron Pipeline's leak detection application, to minimize false alarms.
- On-site support of Colonial Pipelines' batch tracking and metering applications.
- Project Leader for Marathon SCADA upgrade. Responsible for estimates, scope, and developer supervision.

Systems Engineer, Neles Automation (now Schneider Electric) (December 1996 – October 1999)

- Designed and implemented engineering calculations in C for hydraulic profiling application.
- On-time delivery of temperature and pressure correction calculations for Kenya Pipeline Company.
- Successful upgrade of an 18GB Sybase database, and Y2K remediation for Chevron Pipeline.
- Coordinated monthly software releases of Liquid Management System applications.

Design Engineer, Engineered Air (October 1994 – November 1996)

- Designed finned-tube heat exchangers for HVAC equipment, and certified steam heating coils.

Education, Certification, and Memberships:

- Applying Professional Kanban I (2022), Professional Scrum Master I (2021), and Certified Scrum Master (2010-2023).
- Bachelor of Science, Mechanical Engineering, University of Manitoba (1989-1993).
- APEGA – Professional Engineer since 1997.
- Calgary Agile Methods User Group (CAMUG).