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Over 30 years of experience in software development and design. Diverse skill set encompasses software development and UI/UX expertise, proven leadership abilities, and a comprehensive graphic design background. Work experience includes various sectors, including government, public, and private organizations spanning roles from individual contributor to managing teams of up to 300 members. Demonstrated success in growing, inspiring, motivating, and leading exceptional teams. Strong passion in owning, maintaining and optimizing projects and process for growth, speed, automation, ensuring safety, prioritizing customer satisfaction, long-term viability and impact.

Key Skills

- Tech Stack: Swift, Kotlin, HTML/CSS, PHP, React, JavaScript, Java, jQuery, C#, Python, SQL/MySQL
- AI tools: Cursor, Devon, OpenAI, Cody, Claude
- Testing tools: JUnit, Selenium, Apium, BrowserStack, Postman, Espresso, SPLUNK
- Methodologies: Scrum, Agile, DevOps, Waterfall, Kanban
- Project management tools: Jira, YouTrack
- Observability: Splunk, Data Dog
- Documentation tools: Swagger and Confluence
- CI/CD: XebiaLabs, TeamCity, Jenkins, TravisCI, Fastlane, CircleCI
- Source Control: GIT, SVN
- Container delivery: Kubernetes and Docker
- Accessibility: WCAG and Section 508
- LMS: SCORM 1.2, 2004, TinCan
- E-Learning Software: SABA, Lectora, Captivate, Storyline
- Built and led several programs from hiring to supporting and growth of teams as large as 300
- Excellent communication skills with proven skill meeting project SLAs, budgets, and deadlines
- Graphic UI/UX Design: Adobe Creative Suite, Figma, Sketch
- Design experience ranging from UI/UX to traditional graphic design, 3D and video production
- Experience designing and developing products that became top selling designs/products

Education

United States Army
MOS74F - Computer Science

University of Oklahoma
Bachelors Degree - Visual Communication / Graphic Design

Oklahoma City Community College

Professional Experience

Order My Gear

April 2025 - Present

Manager of Engineering

- Manage two teams consisting of 6 full-time and contract engineers
- Mentor engineers for career and professional growth
- Review code
- Assist in architecture of software
- Collaborate with product and other departments for growth, extensibility and health of the software

Paycom

August 2017 - October 2024

Manager / Supervisor / Team Lead / Developer of *Mobile Software Development*

- Original developer of the Paycom iOS mobile application.
- Original developer and founder of the cross-platform (bridge) Web development team.
- Developer and hands-on leader of the Paycom mobile application and cross platform teams. (iOS, Android and Web).
- Architected, led development, and mentored/coached a development team of 25-30 developers.
- Tech stack Swift, Obj-C, Java, Kotlin, HTML, PHP, JavaScript, ReactJS, C# and MySQL.
- Worked toward and fostered a culture of trust and collaboration within the team as well as with product, project, quality assurance, IT, and across upper management to ensure deliverables were accurate, safe and within SLA while following department process and DevOps practice.
- Actively partnered with other teams to foster good communication, strategy, address concerns and create an environment of collaboration and trust.
- Held regular 1:1s to provide team and product feedback, foster individual growth, as well as proper approach to product development.
- Led the team on complex projects, and regularly conducted code-reviews to ensure good quality as well as extensibility, process followed, and SLAs met.
- Led architectural decisions with other development units to ensure seamless functionality.
- Assisted in team process development and improvement.
- Assisted in development, supervision and managing of the Development Intern Program.
- Worked with recruiting to refine and maintain our interview questions/process, and select future team members.

Accomplishments

- Proposed, designed and developed a mileage tracking application that outperformed leading competitors.

- Began the cross-platform architecture team where we designed and developed our offline capabilities using PHP/JS, as well as a robust Rating and Review Dashboard.
- Introduced, designed and developed essential tools.
 - Ratings and review tool became a game changer in handling ratings and reviews.
 - Internal auditing tool was equally impactful in diagnosing hard to reproduce issues.
- Number one in points and in top 5 dev scores multiple times
- Maintained mobile app with zero bugs for 14 months
- Speak/Teach Dev Team Lead trainings
- Regularly speak at recruiting events and present at Universities
- Regularly assist in training efforts, give tech talks, and motivate teams with inspirational, educational presentations.

C² Technologies, Inc.

October 2001 - August 2017

Senior Solutions Architect / Developer / Designer - Oklahoma City, OK/Vienna VA

- Contributor and supervisor of web/mobile development as well as UI/UX, traditional graphics, video, and 3D.
- Role included the pursuit of, and development using emerging technologies, mobile development, virtual and augmented reality technologies, etc.
- Managed programming, and graphic design staff while acting as the lead architect and developer for both departments.
- Technical solution architect for projects and writer for proposals for perspective clients/contracts, speaking at eLearning events such as DevLearn, ITSEC, mLearnCon, etc.
- Proposed, designed and developed several award winning products such as a mobile training application for the U.S. Army, a virtual simulation banking tool for the FDIC, a career pathing tool for the various agencies, and an exciting extensible onboarding tool for the NRC.

Platt College

July 2001 - October 2001

Design/Web Professor - Oklahoma City, OK

- Professor teaching design basics/fundamentals in both print and multimedia/web.
- Teaching mainstream design software such as Adobe Creative Suite.

Century Fitness Inc.

January 2000 - February 2001

Designer - Midwest City, OK

- Responsibilities included initial concept development and final production on catalogs, logos, advertisements, packaging.
- Website design.

Top of the World LLC.

January 1998-January 2000

Manager / Designer / Developer - Norman, OK

- Responsibilities included initial concept proposal, design/development, photography and final production on advertisements, catalogs, packaging as well as the design and presentation of sportswear.
- Responsible for the design and initial development of original corporate website.

27th Letter, LLC.

May 1995 - Present

Web, Mobile developer / Graphic Design / 3D / Video / AR and VR - Yukon, OK

Freelance business offering Web design and development, mobile application design and development, traditional graphic design, video, 3D, augmented / virtual reality.

Internships/Externships/Workshops

- Apple Developer Convention, Cupertino CA, 2009-2014, Apple iPhone Dev Con 2007
- Google Glass GGCon, San Francisco CA, 2014
- E-Learning Guild Mobile mLearnCon, San Jose CA, 2012-2014, DevLearn, Las Vegas NV, 2012-2016
- SALT E-Learning Convention, Orlando FL, 2012-2013
- University of Oklahoma Web development externship - Norman, OK, May 1996
- Quark/Layout Design Workshop, Oklahoma City, OK, November 2000

Awards

- Paycom Codeathon (Hackathon) Winner
 - Overall MVP - 2018, Team MVP - 2018, Team 3rd Place 2018, Team 1st Place - 2020 and 2023, Team 3rd Place - 2021, Team 5th Place - 2022, Team 2nd Place - 2024
- Paycom Innovation Awards
 - Winner - 2020 Q1, Q2, Q4, 2021 Q3 and Q4
 - Nominations - 7 nominations spanning from 2018 - 2024
- Paycom InfoSec Team of the year 2020 and 2022 - Most secure team
- Army Honor Guard, Honor Platoon, Company, and member 1989
- Invitation to be member of Army Golden Knights Parachute Team
- C² High Production Team Awards – 2011 - 2014
- C² Innovator Awards – 2005 - 2014
- Letter of Commendation from the Program Director of FAA AVN
- U.S. Government TrailBlazer Award – 2013
- Communicator Awards – Various from 2001 - 2014
- Hermes Creative Awards – Various from 2001 - 2014
- Omni Awards – Various from 2001 - 2014
- Branson Awards – Various from 2001 - 2014
- MarCom Awards – Various from 2001 - 2014
- CINEs Golden Eagle Award – 2012

- W3 Gold and Silver Award – 2012
- Telly Award – 2012
- Davey Awards – Various from 2001 - 2014
- Chili Cook-off - First place 6 consecutive years

Memberships

- ATD, and IITSEC conferences, E-Learning Guild - Member/ Regular Presenter and Speaker
- National Association of Photoshop Professionals - Member
- Certified Apple Developer
- AIGA - Member