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## Senior-Level Engineering Manager

*Growth-focused professional with a robust track record of innovation and reliable technical leadership*

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Accomplished technology leader skilled at guiding top-talent engineering teams, advancing leading-edge technologies, developing strategic alliances, and leading business to new growth by capturing emerging market opportunities through expert design and innovation. Demonstrated success in end-to-end product development, strategic planning, cross-functional leadership, and intellectual property. Extensive track record building great teams. Success in multiple startup and new business creation initiatives.

### HIGHLIGHTS OF EXPERTISE

- Award-winning Product Design
- Agile SDLC Expertise
- Strategic Technical Roadmaps
- Project, Staff, and Program Management
- Domestic & International Alliances
- Scaled Agile Framework (SAFe)
- Patents & Intellectual Property
- Master-level Electrical Engineer
- IoT Platform & Ecosystem Development
- Machine Learning/Artificial Intelligence

### SELECTED ACHIEVEMENTS

- Drove \$500 million in new revenue valuations by delivering on two strategic Intellectual Property Licensing (IPL) initiatives
- Led development of several world-first innovations:
  - Electro-optical navigation (aka **optical mouse** from HP Labs)
  - **LightScribe<sub>tm</sub>** Opto-chemical printing
  - Cutting edge **e-Copier<sub>tm</sub>** portable scanner
  - **HP Connected Drive<sub>tm</sub>** advanced software ecosystem connecting users to their data
  - **i-DEC<sub>tm</sub>** Digital Entertainment Center
  - **Photosmart eStation<sub>tm</sub>** tablet and back-end services
  - 7 generations of **Mediasmart<sub>tm</sub>** & **Datavault<sub>tm</sub>** Home Servers
  - Electro-Chemical Impedance Spectroscopy (EIS) for **EV battery prognostics**
- Tripled year-over-year engineering services revenue by cultivating strategic alliances
- Successfully designed and executed technology roadmaps for IoT platforms & services, scanners, data storage, instrumentation, and digital content delivery
- Senior Product Owner of Commerce Back-End deployed in 11 countries
- Inventor of 17 US patents, 5 European patents, and author of 16 publications
- Technical Expert for multiple groups in the Blu-ray Disc Association (BDA) and received the 1st PSG Leadership Award for technology and IP contributions to Blu-ray
- Served on over 50 product steering committees/BODs for robotics, data storage, scanning, printing, and cloud services
- Demonstrated success in managing large global teams and cultivating partnerships
- Multiple AWS, front-end, back-end, and full-stack development initiatives

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## CAREER EXPERIENCE

### **Ibotta, Denver, CO (2021-Present) SENIOR SOFTWARE ENGINEERING MANAGER**

Recruited and staffed top talent engineering for the rapid development of a new, strategic touchpoint for partner-enablement. The *IPN Partner Portal* (ref. <https://dashboard.ibotta.com/>) has been a glowing success and was delivered more than a month in advance of commitment. Driving several innovations for all new Partner E2E showcase.

### **Ovantek, Loveland, CO PRESIDENT & CHIEF**

Consulting, forging key business alliances, and innovating IoT ecosystems. End-to-end product design and development of 60GHz, phased-array beamforming wireless HDMI, PC IO Bus & HW interrupt instrumentation, and technical development of several new "stealth" products.

### **Vergent Products, Loveland, CO (2017 to 2021) CTO & VP OF ENGINEERING**

Transformed strategic direction and revitalized company-wide productivity through exceedingly successful partnerships. Held direct oversight of diverse engineering personnel, strategy formulation, and execution. Generated comprehensive strategic roadmaps. Tripled year-over-year revenue through partnerships and new business alliances.

### **Arrow Electronics, Centennial, CO (2018 to 2019) ENGINEERING MANAGER, GLOBAL IOT SOLUTIONS**

Excelled in guiding diverse, vast, and geographically distributed teams in achieving and exceeding project objectives. Served in essential leadership position, skillfully balancing multiple competing responsibilities, and fruitful strategic partnerships in cooperation with strategic business development teams. Built and coordinated results-focused team to create and innovate first-of-its-kind IoT solution.

### **Snapfish LLC, Fort Collins, CO (2016 to 2017) SENIOR PRODUCT OWNER, COMMERCE BACK-END**

Owned all commerce transactions for 11 countries. Drove numerous web-based alliances, managed backlog (features & technical debt) with high-reliability SW cloud solutions. Promoted large-scale deployment of a modernized address validation service and drove scalability and deployment strategies for the commerce engine and gifts category.

### **Hewlett Packard, Fort Collins, CO (1991 to 2015) SENIOR R&D MANAGER & MASTER EE**

Several critical roles demonstrating exemplary technical dexterity and leadership in developing teams, systems, and architectures. Drove productization of leading innovations in HW, SW, and FW while deploying ecosystems that spanned IaaS, PaaS, and SaaS. Directed multiple teams across HP divisions enabling the successful launch of innovative and highly rewarding emerging market opportunities. Drove global strategies that exceeded requirements in several markets.

## ADDITIONAL EXPERIENCE

**ComByte** ▪ Senior EE and ASIC Design Engineer, EE/FW/ASIC innovations in data storage

**Colorado Memory Systems / Hewlett-Packard** ▪ Lead Electrical Systems Engineer, drive-training

**Apogee Robotics** ▪ Project Manager & Senior EE, Award-winning robotics and automation designs

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## EDUCATION & CREDENTIALS

**BACHELOR OF SCIENCE IN ELECTRICAL ENGINEERING** University of North Dakota, Grand Forks, ND

### **US PATENTS**

USPTO #10,102,213 ▪ System having an apparatus that uses a resource on an external device  
 USPTO # 9,497,483 ▪ Method for generating and decoding a coded picture signal  
 USPTO # 9,311,304 ▪ Storage subsystem data duplication policy  
 USPTO # 9,152,492 ▪ Performing recovery of a headless computer  
 USPTO # 9,063,941 ▪ System having an apparatus that uses a resource on an external device  
 USPTO # 8,578,091 ▪ Providing data redundancy using an internal and external mass storage device  
 USPTO # 8,554,995 ▪ Virtualized storage subsystem to mask redundancy complexity  
 USPTO # 8,085,948 ▪ Noise Reduction in a System  
 USPTO # 8,005,993 ▪ System and Method of a Storage Expansion for Network Attached Storage Device  
 USPTO # 7,933,172 ▪ Method for Playing Content Using Master and Slave Optical Discs  
 USPTO # 7,916,164 ▪ Labeling Methods and Apparatus Using Energy of Two Wavelengths  
 USPTO # 7,865,710 ▪ Software Recovery without the use of a Keyboard, Mouse, Trackball, or Monitor  
 USPTO # 7,822,997 ▪ Making a Storage Device Unusable until OS or System FW Recovery Invoked  
 USPTO # 7,814,246 ▪ Translation of Data Storage Redundancy Configuration and Host Interface Type  
 USPTO # 7,734,735 ▪ Automatic Configuration System and Method  
 USPTO # 6,970,811 ▪ Hardware Modeling of LED Relative Brightness  
 USPTO # 6,760,124 ▪ Software Determination of LED Brightness and Exposure

### **EUROPEAN PATENTS**

#1839444 ▪ Picture coding apparatus and picture decoding apparatus  
 #2307969 ▪ Storage subsystem & electronic device with controls that hide the details of the subsystem  
 #1997109 ▪ Converting a still image in a slide show to a plurality of video frame images  
 #1829029 ▪ Labeling methods and apparatus using energy of two wavelengths  
 #2164262 ▪ Picture coding apparatus and picture decoding apparatus

### **SELECT PUBLICATIONS**

- Embedded miniature Projection User Interface for NAS Device
- Home Server with Secure Memory Device for Locking Proprietary Software to Platform
- Pivoting Apparatus for Optimizing Remote Power Transfer In Digital Picture Frame System
- Identity Escrow for Constrained Information Mining and Group Knowledge Distillation
- Authentication by Characteristic Navigation Motions
- Method for Detection and Rejection of Attempts to Falsify Biometric Authentication
- Channel Royalty Pool for Blu-ray Supplemental Content Sales
- Hardware Innovation in HP's New Home Storage Server Products
- Remote Power for HP Digital Picture Frames
- Bare-Metal Recovery Innovation for Home Storage Server Products
- GPU Computationally Enhanced Home & Entertainment Server
- Parasitic Cantilever Fan Airflow Gen. by Modulating the Electro-Magnetic Field of Remote Power
- New Home Server Product Concept: HP Home Utility Server
- Constrained Layer Acoustic, Thermal & Vibration Sheath for Hard Disk Drives
- Mobile Event Verification Using Services-Based Model HP IPAQ "Agent"
- "A Solo Journey Through Personal Product Development", Midnight Engineering Magazine, p. 44  
May/June 1993