



SCOTT BYRON DARROW

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<https://darrow.me>

CITIZENSHIP AND RESIDENCY

New Zealand Citizen
Philippines - 13A Visa

PROFESSIONAL SUMMARY

Elevator Pitch

Programmer | architect | designer | change agent | executive | mentor | advisor | strategist | entrepreneur | product owner | technology evangelist | Red Wine lover and father.

Full Monty

Technology Executive with over 30 years' of international experience identifying innovative approaches and enhanced solutions to business challenges, all activities that drive and inspire me.

Exploration, pursuit, and motivation are my framework for success. I believe that fresh perspectives and trying new techniques help businesses evolve and grow. My goal is to be on the cutting-edge of industry advancements.

I have developed strong innovation abilities and fostered a reputation as a critical contributor through team-building and problem-solving skills. As a team player, I am collaborative with peers, searching for ways to integrate valuable insights. Through these qualities, I have confidence in my ability to facilitate positive change and collective effort.

For a greater illustration of my background and qualifications, please review my resume, website or give me a call would love to discuss further.

ACCOMPLISHMENTS

Design and implemented a scalable Digital and Cloud strategy and approach for a significant ESG Global Corporation with over 5,500 employees, 22 companies and 16 locations in Australia, North America, Europe, Africa, and Asia. The notable project included Environmental GIS application with over 1500+ data sources and 26 maps layers, including processing 8 billion transactions month. The team earned the Oracle Technology Company of the Year award for this initiative.

Design and implemented a digital strategy for a software company providing software to the Insurance industry, including the strategy for Mobile, Analytics and Artificial intelligence.

Build new e-commerce platform and environment for PCM (NASDAQ: PCMI), a

\$1.8 Billion value-added direct marketer of technology products, services and solutions to businesses, government and educational institutions, and individual consumers.

Founder of Pinnacle Software & Logistic Software - Chief Technologist of advanced ERP/SCM/MRP and supply chain software, with customers in New Zealand, Australia, Hong Kong, Singapore, Taiwan, Philippines, China, Thailand, Europe, and the US. Scott was the author and principal architect for 27 modules covering ERP/MRP/SCM.

Significant projects implemented include;

- International logistics companies
- International furniture retailer
- International packaging solutions company
- International food and beverage companies
- International Bank
- Multinational inspection, product testing, and certification company
- Large pharmaceutical companies
- Large automotive companies
- International Publisher
- Many more

Technology Advisor for New Zealand Trade and Enterprise (NZTE)

Technology Advisor and Mentor to various startup companies (Artificial Intelligence, Analytics, Blockchain, and Mobile)

Independent Consultant to Public-Private Partnership Center for Government (PPP) of Philippines - Asian Development Bank.

WORK HISTORY

PRESIDENT

11/2017 to CURRENT

Darrow I.T. Consultancy | Manila, Philippines

Technology consultancy dexterous at building and managing exceptional technology teams in Philippines.

- Developed and implemented strategies and policies in collaboration with executive clients to establish ITO operations in the Philippines, including long-term business objectives, providing the companies with IT organizational leadership.
- Interview, onboard and mentor technology resources for clients.
- Supported, train, supervise and mentor teams of Technology professionals.
- Provide business-wide Technology change Management to organizations.
- Proposed technical feasibility solutions for new functional designs and suggested options for performance improvement of technical objects.

<https://darrow-itc.com>

BEACHHEADS ADVISOR

11/2014 to CURRENT

New Zealand Trade And Enterprise | Manila , Philippines

New Zealand Trade and Enterprise (NZTE) Beachheads Advisory Network is designed around a unique partnership between NZTE and successful private sector executives who are willing to share their experience, skills and networks to help New Zealand businesses accelerate their market entry and growth.

Accomplishments:

- Collected, analyzed, interpreted needs of New Zealand companies to identify opportunities in Asian Market.
- Advisor to New Zealand Business Council for ASIAN

<https://www.nzte.govt.nz>

APPLICATION MANAGEMENT (BLOCKCHAIN)

12/2017 to CURRENT

CRDZ.io | Sydney , Australia

Our team's mission is to address the issues preventing the widespread adoption of cryptocurrencies and blockchain technology.

CRDZ is a decentralized platform that addresses every core issue that has prevented the development and adoption of commercial services. It is a censorship resistant, decentralized governed public network which enables private, identified use and confidential (jurisdictional) compliance.

<https://crdz.io>

SOFTWARE DEVELOPMENT ADVISOR

05/2018 to CURRENT

EAST2 | Singapore

Digital strategies and platforms re-INVENTED for airlines.

We are disrupting the global airline loyalty model: unlocking valuable traveler intent, and empowering airlines and suppliers to better serve their loyal travelers. Our Air Loyalty Plus blockchain program can stand-alone, replace, enhance, or be integrated on a modular basis with current airline loyalty points/miles programs.

<https://east2.io>

ADVISOR

08/2018 to CURRENT

Mobbiz Solutions | Manila, Philippines

Mobbiz Solutions helps organizations across different countries to improve their performance using mobile technologies. Operating through the analysis of organizational problems, allows them to identify process inefficiencies, coming up with improvement plans and selecting the most suitable solution through a business case preparation procedure. Mobbiz methodology relies heavily on business process flow generation. They follow the Business Process Model and Notation (BPMN) standards to draw the client's internal business procedures in a graphical and standard manner.

<http://www.mobbizsolutions.com/>

CHIEF TECHNOLOGY OFFICER & CEO PHILIPPINES

10/2015 to 02/2018

HæalthTech | Manila, Philippines

An advanced software company specializing in a highly cost-effective, flexible cloud-based health insurance, risk management system for both group and individual or groups that self-insure.

Accomplishments:

- Build, Operate and Transfer Manila development center
- Built application platform foundation to support migration from client-server product lines to enterprise architectures and services.
- Implement architectural improvements, design solutions and integration solutions.
- Created development, quality assurance, and implementation methodologies, processes and teams to support demanding customer base and highly aggressive business goals
- Developed processes for estimating, staffing, training, implementation, and post-implementation support.
- Responsible for managing full P&L for product development, software and hardware purchases and R&D.
- Manage mobile development (apps. for members, providers, clinics, hospitals)
- Manage creation of Business Intelligence platform
- Lead company initiatives including Deep Learning solutions, Claim processing solutions, Healthcare B2C
- Manage the development of Health Insurance and Risk management systems

Key Duties:

- Staffed and managed all aspects of the operations and engineering
- Determine the strategic direction of product development and uphold the company's position at the forefront of technology by focusing on product content and user design
- Management and oversea technology groups (development, R&D, quality control, project management, help desk, implementation, and support)
- Manage and oversee business operations in the Philippines
- Obtained documents, clearances, certificates and approvals from government agencies.
- Supported President with daily operational functions.

<https://haelthtech.com>

GLOBAL CTO & CIO

09/2013 to 09/2015

ADEC Innovations | Worldwide

ADEC Innovations is an impact investing company that designs, develops and delivers a diverse data management and technology portfolio of Environmental, Social and Governance [ESG] Solutions. Ensuring sustainability and long-term financial viability is key component of our impact investing framework.

- Implement technology framework required to support digital strategy goals.

- Implement technology strategy to move to cloud.
- Creation of SaaS products for environmental data management
- Build Environmental, Social and Governance software
- Digital transformation initiatives, including the rebuilding of all corporate websites, document management, and various other initiatives
- Big data projects processing over 8B transactions/month
- Winning - Oracle Technology Company of the Year 2014
- Implementation of RAD development platform (OutSystems)
- Restructure of information technology group
- Move internal applications to the cloud
- Work with President on various corporate initiatives
- Provide executive leadership as head of global IT. Responsible for all aspects of strategic IT planning, implementation, and support worldwide as an integral component of the business plan
- Responsible for managing full P&L for product development, software, and hardware purchases and R&D
- Review all development projects to ensure reliability, effectiveness, and ROI
- Develop and implement control procedures and operations required to support the effective utilization of personnel, hardware, and application
- Develop and implement policies, standards, practices and security measures to ensure effective and consistent information processing operations and safeguard information resources.
- Developed processes for estimating, staffing, training, implementation, and post-implementation support.
- Develop short and long-term strategic information management plans which are consistent with and supportive of the business plans of the company
- Execute IT roadmap, prioritizing major IT projects for the calendar year and beyond
- Develop and execute project plans specifying goals, strategy, staffing, scheduling, identification of risks, contingency plans, and allocation of available resources
- Participate with management in the development and execution of business strategies, which ensure corporate competitiveness, sustained growth, and consistent profitability
- Create, maintain and enforce written policies and procedures regarding all computer operations in the IT Department and throughout the Company
- Lead the analysis, design, implementation, development, and maintenance of systems, methods, and applications to meet the management and operational needs of the Company and customers
- Determine long-term information needs and develop an overall strategy for systems development and hardware acquisition and integration
- Tested security technologies on a regular basis and implemented network penetration assessment tools.
- Maintained a thorough understanding of all key and current technologies, platforms and trends.
- Coordinated third-party vendors and client IT teams to seamlessly deliver effective

solutions.

- Briefed executives on technology risks and suggested ways to alleviate them.
- Designed strategic plan for component development practices to support future projects.
- Managed creative projects from concept to completion while managing outside vendors.
- Implemented company policies, technical procedures and standards for preserving the integrity and security of data, reports and access.

<https://www.adec-innovations.com/>

CTO

09/2013 to 09/2015

Envirosite Corporation - Westport, Connecticut, US

Data management, environmental solutions, and knowledge processing are the foundational strengths of both Envirosite Corporation and ADEC Innovations. Customers can benefit from the synergy of the team's industry experience in the ESA data marketplace and from ADEC Innovations outsourcing legacy.

Envirosite Corporation culminates over 20 years of outsourcing expertise in environmental data and research solutions to help businesses minimize risk, combined with ADEC Innovations industry-leading outsourcing experience across various data and environmental services and solutions that drive efficiencies and optimize performance. This commitment to quality and continual improvement is evident in our ISO certifications

Accomplishments listed under ADEC Innovations

IT DIRECTOR

09/2013 to 09/2015

Supply-LINK - Cambridge, United Kingdom

Supply-LINK is a powerful online platform that enables garment factories, fashion brands, suppliers and various stakeholders to view and improve their overall performance across working conditions, environmental impacts and operational efficiency.

Facilitating a direct connection between brands, suppliers and factories, Supply-LINK enables them to easily monitor key indicators that align with sustainability goals such as carbon emissions, production efficiency, worker turnover and chemical usage. It also reduces the need for expensive third party auditing and can make high-performing factories visible to both existing and new customers.

Accomplishments listed under ADEC Innovations

MANAGING DIRECTOR OF OPERATIONS

05/2012 to 08/2013

Volenday | Makati, Philippines

Volenday is a Technology Services and Workforce Solutions provider focused on delivering high-quality, flexible and price competitive solutions to solve our clients' most pressing business needs.

Key Achievements:

- Managing Director of operations, tasked with restructure organisation.
- Ensured smooth operations by managing office workflow and administrative processes.
- Created the vision and provided the leadership for the targeting of larger prospects.
- Directed staffing requirements, managed priorities, and coordinated work to ensure accuracy and timeliness.
- Developed and implemented strategies that provided high-quality, creative and integrated consulting services.
- Provided documentation of all processes and ensured compliance with regulations and company policies.
- Recruited and hired talent for all operations and service delivery and managed branch offices by mentoring and cross training new leadership as part of succession planning.
- Oversaw HR functions, including hiring, staffing, training, payroll and labor law compliance.

www.volenday.com

VICE PRESIDENT OF INFORMATION TECHNOLOGY

03/2008 to 02/2012

PCM, NASDAQ:PCM | Torrance, USA

PCM is a leading IT provider of technology solutions including hardware products, software, services and consulting in most industries including small, medium, enterprise and public sector organizations throughout the US, Canada, Europe and beyond.

Key Achievements:

- Leveraging a combination of business strategy, technology, consulting, and operations experience I lead the building of new e-commerce environment using open source technologies and tools for PC Mall, a \$1.8 Billion value-added direct marketer of technology products, services and solutions to businesses, government and educational institutions, and individual consumers
- Created development, quality assurance, and implementation methodologies, processes and teams to support demanding customer base and highly aggressive business goals
- Build a technology group in Manila from around 18 to over 150+ competent professions that are the primary development organization for the group
- Managed department of more than 150+ workers with eight direct reports: Development, QA, Networking and operations, Security, ERP (MS Dynamics), B2B, Project Management and R&D
- Created development, quality assurance, and implementation methodologies, processes and teams to support demanding customer base and highly aggressive business goals
- Developed procedures for estimating, staffing, training, implementation, and post-implementation support
- Review all development projects to ensure reliability, effectiveness, and ROI.

- Rebuild the e-commerce system from the ground up, this initiative included organizational changes, with website design ownership shifting back into marketing and sales control. Action addressed customer concerns, rather than on IT issues. We broke down departmental barriers and allowed a genuinely companywide contribution to producing our websites. The result was faster searching, faster web pages, and a customer-focused website that can be quickly updated to offer the latest products and the best prices to our customers
- Built AI (machine learning) based customer recommendations engine using Apache Mahout and related technologies.
- Built machine learning tools for search page redirections based patterns, up-sell and cross-sell.
- Built Small Business Networking (SBN) covering the development and implementation of a Social Network for small business people - owners and/or CEOs, and IT professionals - wherein members of SBN can connect and share experiences and expertise in running small businesses; locate and renew old business acquaintances; or meet new ones along the way.
- Setup new B2B team who worked to retired 12-year-old eProcurement tool. This initiative produced a 500% increase in annual eProcurement revenue.
- Established process improvements for development and support teams for eCommerce sites, including service levels, response and resolution rates.
- Established change management and incident management processes
- Business Direct takes on a new identity to improve its look and its e-procurement technology. The improved and streamlined website also has a host of new features and functionalities that significantly improve the transaction process.
- Mobile strategies included Mobile web Designer and mobile eCommerce websites.
- Briefed executives on technology risks and suggested ways to alleviate them.
- Maintained a thorough understanding of all key and current technologies, platforms and trends.
- Tested security technologies on a regular basis and implemented network penetration assessment tools.
- Recommended architectural improvements, design solutions and integration solutions.
- Built application platform foundation to support migration from client-server product lines to enterprise architectures and services.
- Provided continued maintenance and development of bug fixes and patch sets for web applications.
- Provided methodologies for object-oriented software development and efficient database design.

VICE PRESIDENT OF INFORMATION TECHNOLOGY

04/2007 to 03/2008

ValueCommerce (Yahoo! Japan) | Tokyo, Japan

ValueCommerce offers Affiliate marketing service and Store-Match service. The Affiliate marketing service provides compensation based on the performances of advertising for e-commerce sites. The Store-Match service handles search-linked advertising for e-commerce sites in online malls. Yahoo! Japan own value Commerce.

Key Achievements:

- Executive responsible for the setup of development Centre and transition of critical Russian developers who relocated to Manila. Tasks included rebuilding Development and Quality Assurance teams including all aspects of recruitment and assimilation of development staff from Russian
- Implement corporate development, quality assurance, and implementation methodologies, processes and teams to support demanding aggressive business goals

<https://www.valuecommerce.ne.jp/>

OWNER / GENERAL MANAGER

01/2003 to 03/2007

It-Commerce (Ph), Inc. | Angeles, Central Luzon

IT-Commerce's IT-ASM was a comprehensive set of modules for Asset and Service Management and is a unique web-based Asset & Service management product that complies with ITIL standards and implements Ajax & web 2.0 standards. The aim was to replicate a desktop GUI look and feel in a web-based environment.

The toolset also helped in the automatic optimization of the websites for layout and web performance, to fore-run an entire industry on what is now called WPO - Web Performance Optimization

Key Achievements:

- Build, Operate and Transfer development center in Clark Special Economic Zone (CSEZ)
- Developed processes for estimating, staffing, training, implementation, and post-implementation support.
- Responsible for managing full P&L for product development, software and hardware purchases and R&D.
- Manage mobile development (apps. for members, providers, clinics, hospitals)
- Manage creation of Business Intelligence platform
- Lead company initiatives including Deep Learning solutions, Claim processing solutions, Healthcare B2C
- Manage the development of Health Insurance and Risk management systems
- Staffed and managed all aspects of the operations
- Determine the strategic direction of product development and uphold the company's position at the forefront of technology by focusing on product content and user design
- Management and oversea technology groups (development, R&D, quality control, project management, help desk, implementation, and support)
- Manage and oversee business operations in the Philippines
- Provide ITIL and Asset management architect expertise for product design.
- Designed systems to manage the full life-cycle administration of assets, including creating catalogs, quotation, procurement, product receipting, inventory management, fault reporting, dependency management, cabling, impact analysis, problem and incident reporting, change management, movements, and disposals.

CEO / CTO

01/1984 to 12/2002

Pinnacle Software & Logistic Software | Auckland | Manila, New Zealand | Philippines

Pinnacle Software & Logistic Software, companies specializing in developing sophisticated UNIX-based applications for Enterprise Resource Planning and Supply Chain Management. This company provided consulting services and turnkey developments for distribution and manufacturing companies in New Zealand and Australia.

Logistic Software was a leading developer of advanced e-supply chain software for the distribution industry. The 3i group, large UK investors in technology, held a strategic stake in the Logistic Software group, with offices located in Hong Kong, Philippines, New Zealand, and the United States.

Key Achievements:

- Founder and CTO responsible for technology vision and product strategy for all Logistic Software products
- The company successfully built advanced e-supply chain for 18 years, with over 36+ modules combining a practical and comprehensive approach to distribution management with leading-edge Internet technology, to deliver true 'end-to-end' fulfilment solutions
- Built client based with Industries covered included automotive (wholesale and retail), computers, food and beverage, industrial testing, retail, wholesale logistics, warehouse management, 3PL, 4PL, steel, pharmaceuticals, sporting goods, electrical wholesaling and publishing.
- Build, Operate and Transfer Manila development center The Philippines in 1994, and I was responsible for operations including setup and management of the team.
- Provide high level consulting on inventory, logistics, supply chain, advanced forecasting for clients and business partners including Cap Gemini and IBM.
- Created development, quality assurance, and implementation methodologies, processes and teams to support demanding customer base and highly aggressive business goals
- Developed processes for estimating, staffing, training, implementation, and post-implementation support.
- Responsible for managing full P&L for product development, software and hardware purchases and R&D
- Staffed and managed all aspects of the operations and engineering
- Determine the strategic direction of product development
- Management technology groups (development, R&D, quality control, project management, help desk, implementation, and support)
- Support sales, Marketing, finance groups
- Briefed executives on technology risks and suggested ways to alleviate them.
- Directed onsite training for business users to maximize productivity.
- Recommended architectural improvements, design solutions and integration solutions.

- Designed strategic plan for component development practices to support future projects.
- Implemented company policies, technical procedures and standards for preserving the integrity and security of data, reports and access.
- Coordinated with systems partners to finalize designs and confirm requirements.
- Proposed technical feasibility solutions for new functional designs and suggested options for performance improvement of technical objects.
- Built application platform foundation to support migration from client-server product lines to enterprise architectures and services.
- Provided methodologies for object-oriented software development and efficient database design.
- Provided continued maintenance and development of bug fixes and patch sets for existing applications.

SKILLS

- Agile Development (Scrum)
- Artificial Intelligence and Deep Learning
- Big Data
- Blockchain Technologies
- Board Advisor
- Business Intelligence and Analytics
- Cloud Computing
- Conflict resolution
- Digital Transformation
- e-commerce
- Employee Benefits
- Enterprise and cloud computing
- Enterprise Resource Planning (ERP)
- Environmental, Social & Governance (ESG)
- Healthcare
- Insurance
- Inventory Management
- IT Outsourcing (ITO/BPO)
- ITIL Systems
- Learning Management Systems (LMS)
- Logistics
- Material requirements planning (MRP)
- Mobile Applications
- Open Source Technologies
- Process Optimization
- Project and Program Management
- Rapid Application Development (RAD)
- Recruitment
- Retail Management systems
- SaaS, PaaS, IaaS, BaaS
- Sales
- SDLC
- Stakeholder relations
- Strategic technology vision
- Supply chain management (SCM)
- Talent Management

INDUSTRY EXPERIENCE

- 3PL & 4PL
- Affiliate Marketing
- Appliances (Retail and Wholesale)
- Artificial Livestock Breeding
- Automotive (retail and wholesale)
- Contract Logistics
- Contract Manufacturing
- Banking (ITIL)
- e-commerce
- Data Management
- Electrical Supplies (Retail and Wholesale)
- Food and Beverage
- Government
- Healthcare
- Insurance
- Hotel Management
- Inspection, product testing, and certification
- Knowledge Management
- Manufacturing
- Packaging Solutions
- Pharmaceutical (Retail and Manufacturing)

APPLICATIONS BUILT

- Electronics (Retail and Wholesale)
- Environmental, Social & Governance
- Environmental risk management
- Publishing
- Retail Stores
- Supply Chain & Logistics
- Accounts Payable
- Accounts Receivable
- B2B & B2C
- Bill of Materials
- Cash management
- Contract management
- Direct deliveries
- e-commerce
- Employee Benefits
- Enterprise Requirements Planning (ERP)
- Environmental, social & corporate governance
- Environmental risk management
- Fixed assets
- Inventory Management
- Invoicing
- ITIL
- Learning Management Systems (LMS)
- Logistics Requirements Planning
- Machine history
- Material requirements planning (MRP)
- Point of Sale
- Production control
- Production scheduling
- Project monitoring
- Purchase Requisition Management
- Quotation management
- Rebate management
- Routing
- Royalty management
- Sales Commissions
- Sales Orders
- Service job costing
- Shipment tracking and costing
- Store inventory management
- Supply Chain Management
- Transport planning
- Warehouse management
- Works order processing

TECHNICAL SKILLS

- Java
- Fortran
- Cobol
- C
- C++
- Java
- Perl
- Basic
- Eclipse
- Project Management Professional
- ITIL
- Linux Administration
- Unix Administration
- Amazon Web Services
- Apache Hadoop
- Apache Lucene
- Apache Solr
- Apache Mahout
- Hyperledger
- Perl
- CSS
- HTML
- OutSystems
- Jira
- Redmine
- Confluence
- Metabase
- Alfresco
- Jenkins
- Bamboo
- Slack
- Github
- Gitlab
- ...

EDUCATION

GED

Marcellin College, Auckland, New Zealand

RECOMMENDATIONS

JOHN UNDERWOOD

There are a few words that come to mind when describing Scott, all of them born out of respect.

Firstly he treats staff with dignity and they enjoy working for him, as a man in a foreign land that is a big plus.

He has the intrinsic understanding of intellect and attitude that when combined with a second sense for fabricators, means he employs great people

Possibly one of Scott's most important skills is his ability to communicate technical subject matter in simple terms so his audience is quick to grasp the issues

Lastly Scott possesses the ultimate skill of those working in a corporate environment, he somehow has the capacity to deal with politicians and fools, a skill that most of us have problems with.

I am a big fan of Scott, and having hired many senior executives I feel qualified to recommend, Scott to any organisation seeking a senior tech executive.

PATRICK LINTON

I have learned, and continue to learn, a lot from Scott. Scott is generous with his knowledge and experiences, and I find myself going to him for advice, ideas and information.

During the nearly 1 year Scott and I worked closely together at Volenday, I witnessed as he took on the role of transforming and improving operations by driving both the soft and hard elements needed to move the company forward.

His culture-related initiatives brought recognition to top performers, and his technology & process initiatives brought interesting, new and cutting edge ways of working to groups across the company.

I highly recommend Scott as a leader, an expert and a friend.

JULIO ENDARA

Proven, knowledgeable, soft touch with a direct style, no nonsense are some of the words that come to my mind when I think of Scott.

He has a unique mix of soft and tech skills which he masters in delivering to clients, colleagues and his teams.

He builds strong relationships based on personal trust and delivery confidence.

He brought with him best industry standards, cutting edge proven technical point of views, market knowledge, outstanding cultural awareness, etc. And all of this topped up

by really clever visualizations!

BONG DELOS REYES

Scott's your typical no-holds barred, no-nonsense Kiwi. Does everything with a passion. Whether running the IT team of a multi-billion dollar company or driving people nuts with his jokes.

His wide range of experience of a multitude of cultures is clearly an asset that has made him assimilate very well with any group of personalities or ethnicity. This trait and his passion for perfection and excellence bring out the very best in any group that works for him.

MATTHEW CLARK

I really enjoyed working with Scott. He could boil down tough technical concerns for Marketing simpleton like me.

He lead large IT team and helped us launch several initiatives which are now generating several million dollars in sales each month.

AILEEN AGBADA

Scott is undoubtedly the most driven, unorthodox and visionary boss I've ever had the pleasure to work with. In the span of time that I had worked with him, he had served as an inspiring mentor, not just to me but for the entire organization.

He has taught me two great lessons; whenever possible, give your employees the autonomy and independence to work the way they work best and they will deliver. And he also believes that great bosses know that employees who make suggestions care about the company, so they ensure those employees know their input is valued and appreciated.

Although driven, he seems to have found the right formula to empathize with those that work with him. These endearing qualities are evident in his ability to, not only motivate, but invigorate the whole organization.

MARIX MARQUEZ-TRIVINO

Bottomline: Scott gets the job done. He is intelligent, strategic and no-nonsense. He is very interested in expanding his knowledge, looking for ways to apply that new knowledge in order to improve things, and does not hesitate to share what he knows with everyone else.

He is an effective leader and manager because he knows how to get the best out of his people and how to take care of the performers. Scott is dynamic and strong-willed, and these qualities helped him build a team that delivered what the company needed.

It was a great experience working with Scott, and I would love to work with him on

other projects in the future.

KEN LOCKHART

Scott is a savvy and capable IT executive, who has built a high-performing and highly motivated Development organization from the ground up.

I have come across very few people in my career who have both a deep technology understanding and strategic business outlook.

Scott is definitely one of them. He handles any and all challenges by successfully delegating to his capable team. He has earned the full trust and respect of all members of his team, and myself.

LIZA E. BONNET

Scott as a boss is a performer. He gets things done and is very effective in managing his people; he gets the best from his people by modeling his example in performing well -- a combination of working hard, knowing the best approach, then executing what needs to be done while injecting fun along the way. It's good to work with Scott.

GIO ARCEGA

Scott Darrow is a brilliant mind whom I am glad and proud to have had the pleasure of working with and serving under for almost 7 years.

He has an extensive knowledge of software development as applied to logistics/SCM, asset/service management, and other industries. More than just a boss or a leader, he is an effective mentor who inspires those who work for him to become more than they can be, and to do more than they could.

It is from Scott that I learned that one can work productively, and at the same time, have fun at doing the work. He is a very thoughtful person and is easy to approach whenever you need his help or input. He has my utmost respect, both as a colleague and as a friend.

CAMPBELL MANDER

Scott is a rare individual who has an innate ability to see problems and their solutions both from the very high level and in detail. He is equally comfortable talking technology details or business concepts and able to easily adjust to the target audience.

He is a patient, thoughtful boss who possesses the ability to inspire those who work for him. At the same time, he has an uncompromising nature when it comes to delivering the highest quality outcomes no matter the project.

I hold Scott in the highest esteem and would endorse him unequivocally for any high level management position.

MARK WELLES

Scott as our CTO led product development as well as supported sales and strategic project implementations. I enjoyed working with him as he was extremely knowledgeable about the product, our customers and industry trends and was able to transfer this to activities across a sales cycle.

He was always there when you needed his help and was instrumental in the success we had in sales while I was at the firm. I'd happily work with him again, given the chance.

MARTIN FARMER

Scott is a very gifted individual, with tremendous understanding of both his customers and his product. An affable character with an apparent laid-back approach to his work, he possesses a steely resolve and an absolute dedication to getting the job done and getting it done right. (And enjoying ourselves along the way!).

I enjoyed working with such a committed and talented professional.

PHOENIX REYNOLDS

Scott is a direct no-nonsense manager and provides an open environment that enables his staff to work effectively and efficiently in the complex IT offshoring/outsourcing services world (based on US parent company). He has championed several Open Source based architecture projects, one of which I had the pleasure to be the PM on.

His depth of experience in offshore IT ops and in particular the destination being the Philippines has been worth its weight in gold.

ALBERT MARTIN YAZON

Scott is a proven senior IT executive given his vast experience and extensive track record of accomplishments across various industries. His advocacy for Open source strategies and technologies coupled with his in-depth knowledge of the eCommerce business has enabled him to deliver innovative solutions that are instrumental in supporting the company's strategic plans and priorities.

Scott is a joy to work with, having lived and worked in the Philippines for the past 17 years, he has learned a lot about the culture which helps him to get along easily with his fellow team members.

Scott's technical savvy, work ethics and dedication are truly commendable which serves as an inspiration to many, including myself.