### Cover Letter

Hello and great afternoon to you,

I was impressed today while reviewing the opportunity to participate in growing your company. The entire job description resonates with me. I have been dreaming about the very problems you outline a desire to tackle for a very long time.

I am a continuous learner that is passionate about teaching, mentoring and coaching others on improving how we approach our work, our communities of practice, and help to build people first organizations.

At a high level I have been honing the very skills you outline for a very long time,

###### Active Developer

19 years Software Engineer

17 years Databases

14 years web-mobile development

10 years API Architecture

10 years Automated Testing TDD/BDD

3 years Cloud Infrastructure

###### Training

15 years Project/Product Design

15 years Project Management Suites - TFS

10 years Mentoring Dev’s, Teams

7 years Product Development Coaching

5 years Leadership Coaching

2 years classroom/workshop training

###### Coaching / Leadership

10 years Agile

3 years ceo/cto

2 years mgr

7 years Agile coaching

5 years XP/Kanban

5 years manager/director experience

3 years Agile Assessments

2 years classroom/workshop training

Please consider my historically proven success with situations similar to this role combined with a very strong IT/Developer, Leadership and, Business Process Improvement background as demonstrated in the CV attached as you further consider growing your team.

Thank you for your time and consideration, cheers! -James Kies

James@JamesKies.com
(785) 248 6187
<https://www.linkedin.com/in/jameskies>
TEDx Talk: <https://www.youtube.com/watch?v=6F8sc6fuaZE>
Location: NE Florida or Remote

Summary

Always a top performer, a very solid senior full-stack programmer/dba/architect, and very effective learner/ leader/coach/motivator/process-improvement/conflict resolution/ideation/innovation/R&D sort of fellow.

OBJECTIVE

To continue coaching, teaching and training enterprise software teams to greater levels of success and joy while looking for my long-term home as an IT Manager/Project Manager/Guild Master/Scrum Master/Team Member or related with a company that already gets it.

SKILLS

I am good at big concept things like product inception, brainstorming, conflict resolution, and business process/strategy development as well as more hands-on things like enterprise software architecture/development, cross functional team mentoring/training, guild development, scrum coaching and agile meeting facilitation.

SUPER POWERS

High energy delivery, on the fly innovator, master programmer, natural leader, natural motivator

LEADERSHIP/COACHING SUMMARY

**Working with Businesses**

Workshops  Train the Trainer  Business Transformation  Project Planning and Tracking  Agile Games  Anonymous Interactions at Scale  Open Office Architecture  Distributed/Remote-Workers

**Working with Developers**

Big data  Nontraditional Data  Continuous Improvement  Automated Testing  DevOps  Craftsmanship Guilds  Hack-A-thons  Architecture and Design  The Minimum Viable Product

**Working with Leadership Teams**

Effective Management  Servant Leadership  Pull vs Push Models Leading in the Nodal (Flat-eque) Organization

**Working with Feature Delivery Teams**

Backlog Management  Relative Sizing  WIP Management  Customer Focused  Transparency  Inspection  Adaptation  Retrospectives  Value Proposition  The Pursuit of Joy in the Workplace  Making Things Visible Getting Things Done

TECHNICAL SUMMARY

Currently helping boot-up an Agile Dojo. Focused on multi-week engagements helping teams move teams to Scrum and applications to the cloud by way of Jenkins/AWS/BDD/Lean/Agile/Scrum/XP in a unique setting.

Focused the past few years on JavaScript SPAs atop ASP.NET MVC AngularJS, WebAPI and SignalR web site and WPF/Silverlight on the thick client/installed side. Prior to that MVC, Webforms, ASP on the thin-client/web side and Silverlight/WPF, WinForms, VFox, VC++, VB on the thick-client/component side.

The vast majority of my experiences have followed medium and large enterprise development practices across the Microsoft landscape.

Along the way, have additionally leveraged/debugged/built-in Enterprise Java, PHP, RavenDB, and held some interest in code-automation/generation via. CodeSmith and T4 technology.

On a few occasions, have had the privilege of helping companies step fully into a scrum adoption along with process and development best practices work.

Really enjoy being on a team, or teams, helping to solve amazing, worthy to be solved business problems with even more amazing software solutions.

STUDENTS SPOTLIGHT

“If your teams are broken and your code reflects that, you need a James. He will help you to suck less, and maybe suck a lot less depending on what you do with what he teaches. He has everything you will need to get moving again.”

“James has helped the team’s come together. I am encouraged by the radical transparency. We NEVER had that, and that is why we are here today. James has brought us energy and viability that the disparate teams are sorely lacking. Hopefully we can break down these silos with extreme prejudice.”

“James did an excellent job of introducing us to Scrum. The hands on coaching approach he uses was vastly more useful than our prior (failed) attempt to introduce Agile/Scrum development principles some years ago. Applying it directly to real, not hypothetical problems made me see there is a route forward.”

“James is a very fun and energized trainer, he can manage the whole group of people well. For Scrum Master, I think he’s more realistic and what he taught is more practical”

“James Kies has been a very enthusiastic, passionate coach around the principles/tenets of Scrum and Agile. In addition, he has brought in elements of personal development and leadership.”

NON-DEVELOPER SPECIFIC JOB HISTORY:

* 2018 Verizon, Launched Agile Dojo/Chapters/Guilds, Coach Teams Lean/Agile/Scrum/BDD/DevOps/Automation
* 2017 Greenway Health, 4-day company Scrum Masters workshop and Guild launch
* 2016 OPIE Software. – Multi Week Scrum transformation engagement.
* 2015 Nielsen Corp. – Multi Week Scrum Assessment and Consultation.
* 2015 3M – Scrum pilot of 10 teams, average improvement over 4 months 550%, with more than half of the teams reaching 8x during the 4-month program. Got some great time with Jeff Sutherland and Scott Downy
* 2014 – Current occasionally teach Scrum, .NET and Angular (separately) for The Learning Tree on site
* 2014 352 Media Group – 9-month transformation Lean, Agile, and Scrum transformation across full org
* 2012, 2013 Northwrite, Inc – Built and Led distributed high-end scrum team to win early, under budget, raving reviews, 12-month engagement.
* 2011, Nova, LTD Bermuda, 5 visits, 2 – 3 weeks each, on-site conversion of teams (and customers) to scrum
* 2010, Recover Care, LLC. – 3-month consultation to help finish company financials application and bring in Agile practices

NOTABLE INDUSTRY ACHIEVEMENTS

Ed DeCosta and John C. Maxwell

While serving on the President’s advisory council to the John C. Maxwell leadership team organization I came to help co-host a series of 12-week online boot camps. By leveraging Agile principals and building unique gamified custom software I was able to increase the overall program participation and effectiveness by 350%. 1,000 folks participated during the 36 weeks as I hosted and developed the software while also hosting/co-hosting a weekly call-in mentoring show. **MaterialJs, AngularJs, Mvc, WebAPI, C#, EF, SQL, SignalR**

High Five Online

Architected and built coaching and team-environment simulation software on experience/course-ware stack for professional non-traditional coaches. It is the productization of a lightweight Agile framework to enable hundreds, perhaps thousands of people to self-organize onto teams and embark on a multi-week, inspect and adapt improvement journey. **MaterialJs, AngularJs, Mvc, WebAPI, C#, EF, SQL, SignalR, Scrum, Continuous Improvement, and Leadership Coaching at Scale**

TEDx Talk, Stage Time and Other

Presented at a TEDx conference in NY. The talk was on Disruption.

3.5-hour presentation to the CEO’s Vistage Group on how corporations can use Agile to help improve workers lives.

15 min. Live and interactive public presentation at Spark Jacksonville on building instant, anonymous, crowd-fueled communities of best practice.

Presented at NTEN conference on Enterprise Code Automation

Introduced Ed DeCosta from stage to 1,800 leaders of 90 countries

Live Voting app

Built a solution to convert phones and other JavaScript enabled devices into interactive crowd-devices. The real-time communication platform concepts were a first pass at standalone human crowd sourcing tools to help crowds solve problems together by combining mobile, tablet and desktop devices in a large scale, real time, anonymous conversation in ways not possible before. **HTML5, Bootstrap, LESS, AngularJs, WebAPI, C#, EF, SQL, SignalR***.*

###### Education

3.85GPA, Associate of Applied Science, Topeka Technical College, Computer Information Systems (Programming Focus). Additional 1.5yrs Computer Engineering, Digital Communications, Microprocessors and Advanced Theory Coursework. Certified Scrum Master (CSM), Certified Scrum Practitioner (CSP), Trained and Certified Coach/Trainer/Speaker by John C. Maxwell Company, Served 3 years to Presidents Advisory Council of John C. Maxwell Team, Seasoned Professional Coach, Trained and Certified Teacher with John C. Maxwell team, Learning Tree International Teacher, Studied under Les Brown, John C. Maxwell, Roddy Gailbraith and Paul Martenelli.

FULL JOB HISTORY

BROOKSOURCE CONSULTING at VERIZON, 03/2018
Senior Agile/Scrum/CI/CD/BDD/AWS Cloud Trainer and Technical Consultant in Agile Dojo

* Host workshops and large group trainings, help coordinate other resources hosting workshops.
* Multi-week cloud migration teams in the Dojo to help migrate on premise applications to the cloud.
* Multi-week Lean/Agile/Scrum/CI/CD/BDD for cross functional teams technology, and process up-skilling.
* Help startup and coach organizational chapters and guilds.

PULSE8, 09/2016
Agile Coach/ Senior Software Developer

I both helped leadership adjust the way it was approaching "Getting work Done" by hosting workshops for the company on product thinking, right sizing, agile, lean, scrum, servant leadership and the like. I also helped the company pivot to product teams and adopt tools that dramatically help with distributed teams/companies. Additionally, I participated on a feature delivery team that delivered internal and external work across multiple disciplines and lines of business. Ranging from a focus on Automated File Delivery (.NET StateMachine running as a Service/Console app), Internal Client Facing Portals (AngularJs, MaterialJs, AD FS SSO integration, WinSCP Library), file processing and formatting application suite in (WPF/MVVM) a myriad medical record analytics and submissions work/edits/updates in a vast deep SQL implementation, as well as some amount of BI assembly/repair in Tableau/Sisense. To the development team I have had additional focus on helping bring further automation and testing practices {Unit: ‘nUnit’, e2e: ‘casperjs/phantomjs’, bdd: ‘gherkin/specflow’}, automated deployments (Jenkins and MSBuild), improved process (scrum), additional environments, better uses of virtualization and related work.

H5 ONLINE LLC, 12/2014
.NET Architect, Full Stack Developer

First Project

* Architected and built a coaching and team-environment simulation software and experience/course-ware stack for professional non-traditional coaches.
* MaterialJs, AngularJs, Mvc, WebAPI, C#, EF, SQL, SignalR.

Second Project

* Architected and built a way to convert phones and other JavaScript enabled devices into interactive crowd-devices.
* The real-time communication platform concepts were a first pass at standalone human crowd sourcing tools to help crowds solve problems together by combining thousands of mobile, tablet and desktop devices in a large scale, real time, anonymous conversation in ways never before possible.
* Largest experiment known of, then was just over 4,000 people, many altogether in the same physical space.
* Delta Airline used it to interact with 800 co-pilots at a conference.
* A rare eye specialist used it to interact with 40 expert physicians for hours at a powerful round table.
* Speakers from the stage, performers from the microphone, comedy houses and on. A very neat project.
* HTML5, Bootstrap, LESS, AngularJs, WebAPI, C#, EF, SQL, SignalR.

10GEEK SOFTWARE, 01/2008, CUSTOM SOFTWARE DEVELOPMENT AND CONSULTANCY SHOP
.NET Architect, Team Development Coach, Programmer-C#, Business Consultant, Agile Scrum Trainer
90% of my time at 10Geek was embedded with teams for the specific purpose of building software faster, better and with more joy leveraging technologies such as WPF/Silverlight/Angular/Durandal/MVC using a mixture of JavaScript and C# on behalf of or in partnership with their customers.

Notable Engagements with 10Geek Software

NORTHWRITE, INC. - Second Engagement
JavaScript SPA Architect, Durandal/Angular/C# Developer, .NET Team Lead – Programmer/Consultant

* + Worked as lead developer/architect for team rebuilding large real-time energy analytic platform, collaborating across the organization to incorporate pure HTML/JavaScript on top of Durandal. Project was hugely successful, utilizing only 35% of the allotted time and budget.
	+ Continued to provide leadership and scrum coaching services during our engagement. Bootstrap3, Durandal, HTML5, Breeze, Mvc, WebAPI, C#, EF, SQL replacing a WPF/Silverlight product we build for them in the past.

JENMAR INTERNATIONAL - Business / Consultant

* + Provided operational insight to help drive the company to remain the industry leader in their niche coaching scrum while retraining teams and delivering solutions using Scrum.
	+ Additionally, built and helped teams to build products on the ASP.NET MVC framework for federated single sign on, including a mobile/device-based barcode scanning application using MEF on top of Durandal/Knockout/Require making new behaviors discoverable and extensible.

PRIVATE
Programmer/Consultant

* + Successfully architected and built out initial solution framework for mainstream suite of prescription order fulfillment and automation software. Among other projects, additionally built a large scale Federated Single Sign On solution, extending the .NET Membership provider and an MVC site hosting the private authorizer.
	+ On loan thru 10GS - 352Media Group – C# Architect, .NET Multi Team Lead, Agile Transformation Coach, Strategy Consultant: Worked with company as the Interim Director of Programming, transforming operations to a Lean, Agile, and Scrum across full development landscape. Helped with several critical, last minute needs with teams ranging from classic ASP to ASP.NET WebForms, to MVC. Helped build technology guild and scrum environment

WIKISPEED
C# Architect, ASP.NET, .NET Team Lead

* + Served as part of a team on highly skin-able, multisite, multi-client, multi-purpose Content Management System and custom .NET deployment platform.

NORTHWRITE, INC. – First Engagement
C# Architect, Silverlight 4 Developer, .NET Team Lead

* + Helped build a multi-disciplined development team, bringing world-class WPF/Silverlight 4 products to market for Northwrite.
	+ Architected and built initial product offering far exceeding customer expectations for the entire engagement.
	+ Moved team and accessible parts of the company to executing, organizing and delivering using scrum.

NOVA LTD.
C# Architect, .NET Lead, Certified Scrum Master / Trainer
Traveled multiple times on-site to Bermuda to help convert a custom (re)insurance software consultancy shop and its related customer base to Lean, Agile, Scrum, XP. Also helped upskill the developers by way of languages, techniques and best practices.

GO FISH RECRUITING – C# / .NET Consultant
Joined a challenged project and team that had some very difficult looming delivery dates and needed to start over. Paired with the group for several months and helped them to bring the most important and useful features to fruition so the business could attend their trade show with a shippable product in hand. Technologies involved were a mix of MSSQL, Silverlight, MS Office Integrations and massive document parsing.

ROBOT BUILDERS, INC., 06/2004, CUSTOM SOFTWARE DEVELOPMENT AND CONSULTANCY SHOP
Notable engagements with Robot Builders Inc.

IAAP
C#/VB.NET / SQL Developer - Architect

* + Architected and built a major content management system and code automation framework for an international NGO. Managed all development, deployment and automation framework items and issues.
	+ Additionally, built a massive multisite online association membership system, extending website building experience to subordinate divisions.
	+ Supported more than 900 webmasters, 14,000 members and 300 businesses.
	+ Conducted developer webinars and training sessions, developing numerous videos and desktop publications. 7+M logged in user’s movements / month after the project launched and at the point of successful hand-off.

MISSOURI, SECRETARY OF THE STATE OFFICE
Lead .NET Developer

* + Performed full SDLC to deliver a hybrid thin client application that allowed volunteers to visit historic court houses and archive court records from the late 1800’s and early 1900’s.
	+ Used MS-SQL Replication to allow “off-line” data entry to be added during the day and sync’d into the database during the evening.
	+ Used VB.NET WinForm Programming plus Adobe Studio to provide a very simple interface to an otherwise set of complex rules to enable older volunteers the easiest time in the field while requiring little in the way of formal training.
	+ Allowed for specialized keyboard short-cuts to speed up the entry process for seasoned users while featuring a simple GUI and mouse interface for others.
	+ Quickly learned and mastered the complexities and abnormalities offered up by the .NET 1.1 framework in building WinForms (installed windows desktop applications).
	+ VB .NET Windows Forms, Sql Server Replication, SQL S\_Procedures, Data and Business Abstraction Layers

TRABON SOLUTIONS
.NET Developer

* + Worked with a team to finish a major .NET web application built on custom enterprise portal framework with foundational content management system.
	+ Collaborated and operated within a small team utilizing the Team Foundation Server to complete multiple complicated system builds. Successfully delivered complex functionality to maintain initial contract documents without pushing allotted time or existing budget.
	+ Automated code scripts to regenerate the enterprise and easily bridge throughout team.
	+ Delivered final solution in very few billable hours compared to expectation.

REGULATORY CONSULTANTS INC, 06/2004
.NET Application Developer / SQL Database Administrator

* Developed a number of web based and desktop based applications, mentoring other developers in .NET and delivered a full-scale CRM and Workstation application networking the entire company together.
* Assisted in tracking project workflow and reduced the complexity of mathematical algorithms for various projects.
* Developed methods to calculate bulk chemical storage disaster overflow capacity while accounting for shapes in floor and tank design. Delivered information on partial tank exposure beneath containment walls to ensure easier workflow on ad hoc calculations.
* VB6 DLLs consumed and delivered through classic ASP.
* Some .NET, some other misc. in DB4, Access, VBA for Access, VBS, VBScript, .BAT and Console apps.

STATE OF KANSAS SRS SERVICES, 03/2001
Application Programmer Analyst III, Information Resource Specialist II

* The department joined provided Data/Data Modeling oversight to all of the hundreds of offices that SRS oversaw. It was my duty to enhance the large modeling tool used, to create and maintain intra-departmental software and websites used in conjunction with modeling efforts, to create any necessary reports and serve as the on-hand programmer and technology expert for other departments to pull from.
* Transferred User Requirements to Design Documents using UML and Logical Models for other departments/agencies during large joint application design sessions.
* Participated in many of the Departments projects as a developer and an architect/modeler
* Used modeling skills to mentor department staff in design and modeling tools
* Plugged multiple holes and created dozens of behavior enhancements for Popkin System Architect (similar to IBM Rational Rose, a more widely known suite of modeling software).
* Exposed VBA and COM+ objects and APIs of Popkin System Architect to interface other applications and processes into the modeling process
* VB .NET/ASP, C#/ASP, C#/VB-Win Forms, J2EE, IBM WebSphere, Enterprise Java, COM+ programming, Classic VB6 applications, VBA, VBScript, WMI Scripting, 3RD party product enhancements, DB2 mainframe querying, Enterprise OO, attended and presented at many large JAD sessions.

AFFILIATED ACCEPTANCE CORP., 09/1999
VB6, Fox Pro, ASP, WEB Developer and Support Tech

* Affiliated Acceptance Corporation, Sunrise Beach MO. hired me to help with supporting the applications they had at market, oversee the huge daily batches of credit card processing and to build in-house utilities and applications. That role expanded to include programming of all sorts, some nightly auditing and server work, firewall programming, VBScript windows programming, VBScript web programming, PcPluss Autodial scripting, as well as socket level VB6 programming.
* In the end, worked on desktop applications, web based applications, windows and Unix servers and more.
* Built in-house, client facing and web based applications
* Worked closely with VISA to automate/perfect massively-scaled-CC-processing Software
* Provided first, then second tier support to club and studio owners.
* Helped with nightly as well as Month End Audits on Unix Servers
* Helped with in-house and client hardware/software debugging/support.
* Helped move from classic ASP written entirely in VBScript to IIS 4 COM+ VB6-.DLL
* VB6, Visual Fox Pro, Visual C++ W/MFC, Classic ASP, IIS<3,4,5>, ASP .NET, VB.DLL->VBScript for larger more sophisticated applications, clipper w/blinker compiler, Universe DAC on UNIX, Cisco Router Programming, Dial-up Scripting and automation, Win NT, Socket Layer Programming

CERTIFICATIONS:

* Certified Scrum Master (CSM), Certified Scrum Practitioner (CSP), Trained and Certified Coach/Trainer/Speaker
* John C. Maxwell, served 3 years to Presidents Advisory Council of John C. Maxwell Team, Seasoned Professional Coach, Trained and Certified Teacher Learning Tree International

REFERENCES: Available upon request.