

# DALE LOTTS

## PROFESSIONAL SUMMARY

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Global Agile / Extreme Programming (XP) software engineer who helps organizations better meet customers' needs by improving technical practices, software quality, and team predictability

- Extensive hands-on experience in software development and architecture and agile development methodologies
- 7 years of hands-on experience with teaching eXtreme Programming and professional software engineering skills
- Proven track record of tactical solutions that balance technical quality with functionality on aggressive timelines
- Experience working with upper management to lead and implement business-critical initiatives
- Experience working at international locations and adapting to local culture and customs

## TECHNICAL SKILLS

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- Frontend: React, Angular, Bootstrap, MUI, JavaScript, TypeScript, Java, i18n, a11y, Server Side Rendering
- Backend: Microservices, REST, Node, Java, Serverless, Express, Spring Boot, Swagger, RDBMS, MongoDB
- Quality: Test-first Automation, Mocking, e2e Testing, Jest, Cypress, Codecept, Testing Library, Storybook
- DevOps: CI/CD, Docker, Kubernetes, AWS, IBM Cloud, Cloud Foundry, Jenkins, Tekton, ArgoCD, GitOps
- Agile: eXtreme Programming, DevOps, Scrum, Kanban, User Stories, Emergent Design, Pair Programming

## PROFESSIONAL EXPERIENCE

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### **Knight Rider Consulting**

**1997 to Present**

#### **Software Architect and Technical Coach**

- Elevate teams from 'Doing' Agile to 'Being' and 'Living' Agile
- Design and deliver educational presentations – e.g., Introduction to TDD, Introduction to Angular, TDD Angular, Introduction to React, TDD React, Introduction to Meta Programming, Extreme Programming, etc.
- Develop an open source RPN calculator with automated installation to help train teams on Unit testing, Pair Programming, TDD, code metrics, and continuous integration, using Java, Gradle, Jenkins, and Git

Example engagements:

#### **IBM through Upslope.io, Minneapolis, London, and Barcelona**

**May 2021 – Nov 2021**

##### **Senior Software Engineer and Lead Instructor**

- Delivered bootcamp style training to enterprise developers to apply DevOps and XP
- Helped students learn to create CI/CD pipelines from scratch using first principles and Kubernetes (K8S), OpenShift, Tekton, ArgoCD, Docker, Node, React, and more

#### **Thoughtful, Remote**

**July 2020 – July 2021**

##### **Senior Curriculum Developer**

- One of three developers involved in improving and standardizing the full-stack curriculum
- Introduced several innovations such automated publication of student assessments to Qualified.io
- Authored bootcamp style full stack training for React, Express, Node, Knex, PostgreSQL, and more

#### **Allstate, Cognizant, USAA through Galvanize, Belfast Ireland, Multiple USA locations**

**Nov 2018 – Nov 2019**

##### **Lead Enterprise Instructor**

**July 2017 – Sept 2017**

**March 2016 – Feb 2017**

- Designed and created standardized Extreme Programming (XP) curriculum
- Introduced several classroom innovations such as Red/Green flags, exit tickets, popsicle sticks, Net Comprehension Score, Net Promoter Score, User Manual Students, and formalized instructor experiments
- Delivered bootcamp training to help Fortune 100 enterprise developers apply Extreme Programming
- Live-coded in front of 30 students while simultaneously checking for their understanding of the material
- Taught more than 100 new technologies and techniques in 12 weeks
- Embedded with teams to adopt XP practices through direct pairing while implementing features using a variety of technologies including NodeJS and React

#### **American Airlines engagement through Upslope.io, TX**

**March 2018 – Oct 2018**

##### **Senior Software Engineer**

- Acted as player-coach and embedded on-site with development teams to help them focus on delivering value

- Helped teams focus on the essence of lean, agile, and XP without resorting to dogma
- Evaluated the technical skills of dozens of full-time and contract software engineers
- Helped teams to confront and manage risk as soon as possible while improving collaboration

**Veritas Technologies, MN**

**March 2017 – June 2017**

**Senior Technical Consultant on VDL**

- Embedded with a team of remote developers to deliver a company standard UI/UX module using Angular 5, Protractor, Jasmine, TypeScript, Node, Jenkins, Docker, Selenium, and Git
- Helped the team move from Scrum with a two-week release cycle to Kanban with a Continuous Delivery pipeline that automatically released a new version of the module for every commit to master

**Lumināt, MN**

**Dec 2015 – Feb 2016**

**Senior Angular Engineer**

- Designed and implemented full stack rewrite of Advanced Care Planning product in less than three months
- Coached the team to adopt Unit Testing, Pair Programming, and Continuous Delivery

**Visa, Inc., engagement through SolutionsIQ, CA**

**July 2015 – Nov 2015**

**Agile Technical Coach**

- Coached four teams participating in the Global Product Agile Transformation
- Created and delivered multiple one-hour brown bag training sessions on adopting Unit Testing, Pair Programming, Continuous Integration, Automated API testing, and Automated Regression Testing

**Johnson & Johnson engagement through SolutionsIQ, NJ**

**April 2015 – May 2015**

**Agile Technical Coach**

- Delivered Scrum training and facilitated Sprint plannings for BI group
- Evaluated team performance and recommended adoption of CI, TDD, Pair Programming, and Continuous Delivery

**Pearson VUE, Bloomington, MN**

**Oct 2013 – Dec 2014**

**Senior Software Architect / Agile Technical Coach**

- Initiated and facilitated a "Pearson VUE Day of CodeRetreat" to help developers learn technical new skills
- Lead developer and technical coach on the "Preview" project
- Introduced new development practices including TDD, Pair Programming, and CI-enforced 100% code coverage

**Boost Agile, Shanghai, China**

**2012 - 2013**

**Agile Technical Coach**

- Delivered two-day Scrum Master courses and community education presentations (e.g., on TDD, Angular, Agile Best Practices, and Coding Dojos)
- Participated in technical retrospectives with clients such as PayPal and Spirent

**Pearson VUE, Bloomington, MN**

**1996 - 2012**

**Software Engineering roles of increasing responsibility up to Senior Software Architect**

- Designed and implemented a RTF-based exam definition language which allowed Pearson VUE to receive exam content from clients. Saved approximately 20,000 hours of manual data manipulation per year
- Designed and implemented an automated daily build process for all test development products, saving 10-15 hours a week and facilitating daily (rather than weekly) deployment to QA
- Designed and implemented computer adaptive selection and scoring architecture, which is the basis for multiple medical licensure clients like NCLEX, ARRT, ABIM, ABEM, NABP, NREMT, and ACT
- Led effort to adopt Agile Software Development methodologies for the Test Development team
- Set design direction and introduced team members to new frameworks like Spring

**EDUCATION & CERTIFICATION**

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**University of Wisconsin, Eau Claire, WI**

Coursework toward a Bachelor of Science Degree in Computer Science with an emphasis in Software Engineering

- Certified Scrum Master
- Certified Product Owner