

# 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.

- Twenty-five years of full-time, hands-on experience in software development and architecture
- Fifteen years of full-time, hands-on experience with Agile/SCRUM software development methodologies
- Five years of hands-on experience with teaching Extreme Programming
- 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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Java, SpringBoot, RDBMS, MongoDB, JavaScript, TypeScript, NodeJS, Angular, React, Kubernetes, Tekton, ArgoCD

## PROFESSIONAL EXPERIENCE

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### **Knight Rider Consulting**

**1997 to Present**

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

- Help to elevate teams from 'Doing' Agile to 'Being' and 'Living' Agile.
- Design and deliver community education 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.
- Using Java since 2000, Angular since 2011, NodeJS since 2013, React since 2015.

Example engagements:

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

**May 2021 – Nov 2021**

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

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

#### **Thinkful, Remote**

**July 2020 – July 2021**

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

- Participated in the effort to improve and standardize 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.

#### **Galvanize**

**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 fulltime 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**

**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 Scrum Master on "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 community education presentations, e.g., Introduction to TDD, Introduction to AngularJS, Introduction to Meta Programming, Introduction to Agile Best Practices, Coding Dojos, and two-day, non-certified Scrum Master courses.
- Participated in technical retrospectives with clients (e.g., PayPal).
- Received Scrum Master and Production Owner certification.

**Pearson VUE, Bloomington, MN**

**1996 - 2012**

**Senior Software Architect – Test Development**

**2009 - 2012**

- Set design direction and introduced team members to new frameworks like Spring and Freemarker
- 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 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 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.

**Engineering Lead**

**2004 - 2009**

**Senior Software Engineer / Software Developer**

**1998 - 2004**

**Software Engineer engagement through Knight Rider Consulting**

**1996 - 1998**

**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