

R. Steven Springett

PROFESSIONAL PROFILE

Experienced hands-on software development manager with thirteen years success as a technical manager, architect, developer and mentor. I have strong communication, problem solving, development and management skills. I have managed three different engineering teams with a focus on web-based applications, e-commerce solutions, streaming media and service-orientated architectures. I am an innovative professional with a proven ability to identify, analyze, and solve problems to increase customer satisfaction and control costs through both traditional and agile software development methodologies.

- Thirteen years experience as a software development manager, managing junior and senior positions of programmers, DBA's and QA staff from both onshore and offshore resources.
- Fourteen years experience designing and implementing web-based applications.
- Eleven years experience using core Java technologies; six years of J2EE.
- Eight years experience using streaming audio/video technologies.

TECHNOLOGIES

Programming Languages <ul style="list-style-type: none">• Core Java, J2EE, Servlets, JSP, Hibernate, Struts• PHP• Perl• Javascript• Actionscript, MXML	Web Standards <ul style="list-style-type: none">• HTML/XHTML• CSS• XML• XSLT• WML• SMIL	Transcoding Engines <ul style="list-style-type: none">• Apple Compressor• Episode Pro• Sorenson Squeeze• Canopus ProCoder• Rhoznnet Carbon Coder• FFMPEG/MPEG4IP
Web Services <ul style="list-style-type: none">• AJAX• RESTful• SOAP/WSDL• JSON• XML-RPC• RSS/MRSS/RDF/ATOM	Web Application Servers <ul style="list-style-type: none">• Jakarta Tomcat• JBoss• Jetty• Apache• Lighttpd• Sun/iPlanet Web Server	Streaming Media Servers <ul style="list-style-type: none">• Darwin Streaming Server• Flash Media Server/Red5• Wowza Media Server• Windows Media Services• Real/Helix Server• http progressive download
Directory Services <ul style="list-style-type: none">• Open LDAP• Apple Open Directory• Microsoft Active Directory• Novell eDirectory• Sun/Redhat Directory	Database Servers <ul style="list-style-type: none">• MySQL• Microsoft SQL Server• PostgreSQL• Oracle• H2/HSQL	Javascript/AJAX Libraries <ul style="list-style-type: none">• Prototype• Ext JS• DOMAPI• JQuery• DOJO

CAREER HIGHLIGHTS

Axway – Phoenix, AZ

Manager, Research and Development

October 2008 – Present

Axway is a French-based global producer of enterprise-class B2B software products and solutions with several horizontal and vertical product lines. During my tenure, I have had multiple roles on several different software projects, often simultaneously.

- Architected several different software solutions and projects including ones used by the FDA, CDC and pharmaceutical industries as well as more general purpose, high transaction applications.
- Provided leadership, mentoring and code reviews for team members in two or more countries simultaneously.
- Responsible for architecting and implementing all requirements using a wide range of technologies including XHTML, AJAX, Actionscript, Flex, and Java.
- Managed quality, release dates and Scrum iterations for multiple projects.
- Focused on high-performance improvements to new and existing software products, either designing for performance in mind, or increasing (sometimes as much as 800%) performance of existing applications.
- Increased usability of several browser-based applications.

Questar/New Dimension Media - Chicago, IL

Vice President, Technology and Engineering

April 2003 - September 2008

Questar is a producer of non-theatrical video productions with distribution channels in retail, direct to consumer via their online store-front, and digital download and streaming services. New Dimension Media, Questar's sister company, is a video production company whose customers are media and technology directors in the K-12 education market. Their flagship product, CCC! Video On Demand, provides teachers access to thousands of titles through a web-based interface.

- Advised content team and implemented solutions for new markets which include download-to-own, streaming, and mobile applications.
- Architected DRM and DRM-free streaming and download solutions for both the consumer and educational markets.
- Created new e-commerce store-fronts for both Questar and NDM which provide download services in addition to hard copy sales.
- Consistently working with marketing and content teams to optimize performance of consumer-facing websites using various SEO techniques.
- Created new business model for the version 2.0 product. The new model was a hybrid product/subscription in which customers would buy the server appliance and subscribe to the content.
- Provided leadership to both internal and external software development teams. This included programmers, system and database administrators, interface designers and testers.
- Analyzed customer and former customer feedback in order to create business requirements and feature sets for new/improved products.

- Architected and assisted in the development of the version 2.0 product which is a web-based, video on demand platform designed using Java, Struts, Hibernate, MySQL, JBoss, Linux, and utilized AJAX technologies with back-end, internal processes written in Perl.
- Led and participated in the creation of focus groups which analyzed new product designs and modified those products in order to increase usability.
- Created video encoding processes and workflows that streamlined digitization and maximized output.
- Responsible for all project management, timelines, status reporting, repository management, change management and bug/issue management.
- Consistently analyzed market trends in order to recommend new product designs or revisions and presented possible solutions, benefits, marketing opportunities and costs to senior management.
- CCC! Video on Demand was recognized as one of the best educational products of 2008 by District Administrator magazine and endorsed by several teaching colleges throughout the country.
- CCC! Video on Demand was awarded 'Best in Tech 2008-2009' by Scholastic Administrator at the National Educational Computing Conference in Washington D.C.

OMS National Insurance Company, RRG - Rosemont, IL

Contractor

June 2001 – November 2002

OMS National provides malpractice insurance to dentists and oral and maxillofacial surgeons. To better serve their customers, they wanted a secure portal in which insured's could submit claims, continue their education, and communicate with other professionals, all securely over the Internet.

- Performed business systems analysis and proposed solutions that fit requirements.
- Architected portal and all portal applications.
- Lead a five person team of internal developers, database and UNIX admins, and interface designers from inception to delivery. Reported project status directly to the CIO.
- Portal included live and archived streaming video, claims reporting, real-time and moderated chat for guest speakers, complete back-end for insurance agents; all of which was written in mod_perl on Apache on Linux with MySQL, and OpenLDAP.
- Responsible for the creation of the industry's first completely automated system where prospects would apply for insurance, receive approvals, and pay for their premiums without input from underwriters.
- Consistently monitored the portal and its applications for performance and security.
- Worked with marketing team to create ways to increase awareness through the use of primitive SEO techniques for two customer-facing websites.
- Provided hosting services and e-commerce solutions for several state associates which were sponsored by OMSNIC.

NetLojix Communications, Inc. - Arlington Heights, IL

(Formally: CWE² Network Systems)

Manager, Web Development

July 1996 – June 2001

CWE² was a systems integrator specializing in data networking. As a result of customer demand, I created a web development department which designed both customer-facing websites, corporate

intranets and web-based applications. CWE² was later acquired by NetLojix of Santa Barbara, California.

- Created and managed the web development team which included programmers, database administrators, and graphic and interface designers.
- Responsible for all hiring and budgeting decisions.
- Met with clients to determine business/system requirements and provided sales staff with scope of projects including proposals, deliverables and timelines.
- Performed most of the project management responsibilities and was immediate liaison for clients.
- Managed the internal intranet and all other information systems including email, remote access, and Internet connectivity.
- Created and implemented IT policies that promoted best practices for coding techniques, security and manageability.
- Architected and implemented numerous websites and a large number of web-based applications for high-profile clients including major airlines, insurance companies, and investment firms.
- Architected B-to-B and B-to-C commerce solutions for several Fortune 500 companies.

Electronic Data Systems (EDS) – Chicago, IL

Systems Engineer

August 1995 – July 1996

EDS provides business and technology services worldwide. In Chicago, EDS provided Amoco with complete IT systems and services.

- Created workstation images used in mass duplication of workstations used by Amoco employees.
- Maintained the workgroup servers used by EDS employees for the Amoco account.
- Responsible for distributing IP addresses to assigned floors.
- Created the very first intranet for Amoco's legal department.

BoBerg Communications

Network Administrator/Installer

September 1993 – August 1995

BoBerg provides a host of low voltage communications solutions for residential and commercial interests.

- Led small groups of installers in the field.
- Installed access control, security, fire, CCTV and phone systems for businesses.
- Created workflow and central storage for all CAD drawings.
- Acted a network administrator in maintaining the servers, workstations, and backups.

EDUCATION

Business/Information Technology, University of Phoenix, 2010

Electronic Engineering Technology, DeVRY Institute of Technology, 1993

ASSOCIATIONS

MT-Cumulus (Founder, Contributor) – Open source Flash-based tag cloud for Movable Type.

SpringPlayer (Founder, Contributor) – Commercial Flash video player for professional streaming.

LETTERS OF RECOMENDATION

Brady Phillips, Vice President Sales and Training, New Dimension Media

Duane Werth, Midwest Regional Vice President, NetLojix (former: owner/president, CWE²)