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Development leader with a unique combination of hardware and software, project management, quality and process improvement skills.

- Experienced engineering manager with 20 years experience in leading edge software/hardware development, team building and change management.
- Managed departmental budgets to \$1M.
- Led international efforts, across 3 continents, developing and delivering state-of-the-art network encryption systems.
- Strong program management skills acquired by leading a wide variety of projects to success. Negotiated and coordinated product requirements and capabilities with multiple customers; managed development programs to provide committed features and functions; delivered winning products within committed parameters.
- Experienced in the design, development, verification and management of complex hardware and software systems in the security, test and measurement, telecommunications, and real-time systems domains.
- Significant experience championing quality and process improvement initiatives.
- Strong background and organizational experience with ISO-9000, FIPS and Common Criteria.
- A hands-on, focused and driven leader who strikes an effective balance between the needs of the business, teams and technology to deliver success.

EXPERIENCE

May 2006 – Present

Global Design Group, Inc.
Raleigh, NC

President and Principal Consultant: Established a consulting practice to pursue local and international business opportunities.

- As the Chief Technologist for InfoProtect Technologies plc, supported the group's business development efforts. Provided product and market research; built up the "Go to Market" business plan; assessed product and technical viability of potential acquisition targets.
- Provided security focused computer and network consulting services to professionals in Small Office / Home Office environments.

April 2005 – April 2006

Senetas Security Pty Ltd
Melbourne, Australia

Engineering Manager: Seconded to Senetas Security to retain key engineers, overhaul their development effort, and further integrate them during a major restructuring of the company.

- Led the team through the release of 2 major SONET product upgrades in under 10 months; led a Gigabit Ethernet encryption product from requirements to production release within 12 months; and launched an encryption blade development project.
- Restructured and grew the team by 75% while introducing basic engineering processes. Initiated project management, engineering test and support, and maintenance services.
- Oversaw the planning and installation of a \$500K engineering test lab and formalized engineering test. This effort significantly improved customer relations based on product quality and stability.
- Managed a \$200K incentive budget for the engineers.
- Worked with the executive team planning the strategic product and technology roadmaps, and participated in analyst and investor briefings as the engineering and technology expert.

July 2000 – March 2005

SafeNet, Inc. – Raleigh Development Center
Morrisville, NC

Development Manager: Recruited to lead the development team through a company acquisition while driving new product development. Led the development group through multiple hardware and software projects delivering security products for SONET, ATM, Frame Relay and Link based networks.

- Leadership efforts helped establish the Raleigh Development Center as the cornerstone of SafeNet's WAN strategy and a strategic corporate asset for rapid, forward-looking development using leading edge technologies.
- Retained all key team members and led the team through two acquisitions with associated integration into new corporate environments. Maintained team morale and focus through the transition periods.
- Managed the off-shore sustaining engineering effort for the Link and Frame Relay product lines utilizing a development group in Armenia and funneling products through Quality Assurance for production release.
- Led the rapid integration of a line of ATM and SONET encryptors from Senetas Security, an engineering group based in Australia. Transitioned product manufacturing from Australian to U.S. contract manufacturers.

October 1996 – June 2000

Wavetek Wandel Goltermann
Research Triangle Park, NC

Engineering Program Manager: Directed multiple engineering projects through the development life cycle with responsibilities spanning both project and functional management. Worked with customers and product marketing to understand needs and establish product direction.

- Initiated and championed a cross-functional process improvement program to reduce time-to-market and improve product quality. Established cross-functional project priorities, negotiated commitments, and managed inter-dependencies with other departments.
- Initiated an out-sourced development effort using a contract development group in India.
- Delivered the SNA Session Generator application, in 8 months with only 2 developers. Worked directly with key customers to commit to required product functionality.
- Restructured the DominoWIZARD development effort, revived morale, and delivered a production quality release in 10 months. Established support priorities, negotiated commitments and gained customer acceptance of a phased approach to releasing full functionality. Efforts were instrumental in retaining a key customer account and improving overall customer satisfaction.
- Developed and managed departmental budgets and staffing with 12+ software engineers as direct reports.

June 1991 - October 1996

Lucent Technologies, Inc. - Advanced Software Construction Center
Cary, NC

Technical Manager: Managed teams developing telecommunications operations system software.

- Led the efforts of 15 developers through multiple releases of the Operations, Administration & Maintenance (OA&M) platform's providing a common operational environment for approximately 17 applications that were integrated into a single Advanced Services Operations System. Set the strategic direction for the platform work. Accountable for product quality and for supporting 15 to 20 different development groups. Negotiated deliverables, schedules and budgets.
- Managed the development of the OA&M capabilities for the Service Management System. Led the efforts of 6 developers through two major releases. Acted as a key point of contact between the customer and two different development organizations.

Systems Engineer/Architect: Developed system requirements and architecture for telecommunications operations systems.

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- Designed and developed the OA&M capabilities for the Service Management System managing services on the Advanced Intelligent Network. Designed and developed an API to the system.
- Documented requirements for a fault tolerant system to collect usage data from SMDS switches, aggregate the data, and forward it to external billing systems.
- Developed the high level design for an expert system that diagnosed 5ESS switch problems.

May 1986 - March 1991

United States Air Force

Headquarters, Strategic Air Command, Offutt Air Force Base, NE

Command, Control Database Systems Engineer: Led the design, implementation and maintenance of database and associated technologies serving the Strategic Air Command (SAC) Commander in Chief.

- Designed and developed the relational database for the *Command and Control Information System*, a graphics based decision support system for monitoring and controlling both nuclear and conventional forces. As a project leader, designed and directed two major upgrades to the system.
- Defined technical specifications for a platform independent database. Evaluated proposed systems for functionality and conformance to the specifications. Input resulted in a multi-million dollar contract purchasing the ORACLE RDBMS.
- Attained rank of Captain with Top Secret - SIOP security clearance.

EDUCATION & TRAINING

Bachelor of Science, Computer Science, Cum Laude
North Carolina State University, 1985

Leading for the Long Pull
For Business Leaders Only
Life-Cycle Development Workshop
Software Project Management Workshop
Project Management Experience & Practice Workshop

TECHNICAL COMPETENCIES

- Solid experience with Linux, Unix and MS Windows.
- Broad background with distributed application and multi-tier client/server architectures.
- Strong recent background with embedded systems and use of Linux in real-time environments.
- Hands-on experience with the hardware prototyping process and with the transition to production manufacturing.
- Very familiar with various WAN, as well as Ethernet, networking and communication technologies.
- Well versed in general office productivity applications as well as project management tools.
- Experience with C and C++ programming, SQL, and various shells and associated environments.

(References provided upon request)