Nick Meshes

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Experienced Technology Leader

I am excited to see this opportunity where I can leverage my technical, analytical, organizational, and leadership skills in cutting-edge digital transformation projects. As an enthusiastic leader and implementer of **web-based, mobile, desktop, and backend solutions**, I have comprehensive expertise in the complete project lifecycle including ideation, requirements analysis, design, technology selection, development, quality assurance, release planning, deployment, success measurement, production operations, and support for over 25 years.

For the last ten years, I have worked at Sandstorm in **all aspects of our projects** including RFP response, project estimation, preparing and pitching, contract writing, technical architecture and implementation, software development, quality assurance, SEO analysis, accessibility, client management, and other aspects of business development. I have worked in website and web application design and development, analytics, security and privacy management, client service, account management, and project management in many verticals including healthcare, insurance, manufacturing, B2B, CPG, higher education, and of course professional associations.

I am a disciplined manager of people, projects, and processes in multiple methodologies of software development, project management, and related skills for nearly 20 years. I pride myself as an **inclusive and informative communicator with compelling written and spoken communication skills** for all levels of the organization, working with customers, users, executives, cross-functional teams, vendors, and other stakeholders.

I am a dedicated, fair-minded, and patient leader of highly productive, efficient, and successful team members working with co-located, distributed, remote, and off-shored cross-functional teams, with experience as a discerning recruiter, cultivator, and mentor, successful in retaining and growing top talent.

During my entire career, I have continuously sought out and implemented processes and procedures to improve the **performance, reliability, and effectiveness of the solutions** I create and the people I work with, with a mentality of "keep what works, rapidly improve what does not".

In my early career, I grew from a junior developer working on the initial prototype to the technical product owner and people manager overseeing the platform, engineers, and analysts that processed **5 trillion records per month and drove $300M/year in revenue**. This was only possible by continuous improvement and constructive collaboration.

Most fundamentally, I focus on being a friendly, respectful, and expeditious steward committed to delivering **superior service for all stakeholders** by the creation, management, and continual improvement of responsive processes and technological innovation.

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Professional Experience

Sandstorm, Chicago, IL (and remote US)   06/2015 - Current
Current job title: **Senior Director of Technology**
Initial job title in 06/2015: **Director of Analytics and Optimization**

- **Client relationship builder and manager**, nurturing long-term engagements with C-level executives, technology leaders, and key decision makers in professional associations, healthcare, higher education, financial services, insurance, manufacturing, B2B, B2C, and other verticals.
- **People leader and team manager** of software developers, QA analysts, and data analysts who worked on a portfolio of 40 simultaneous client projects. Recruited junior team members and coached them to senior levels. Maintained high retention rates and employee satisfaction.
- **Dedicated collaborator**, working with clients, vendors, and consultants on digital transformation projects including new implementations and integrations of content management, association management, learning management, community management, single sign-on, and other systems.
- **Technology innovator**, building disciplines in analytics and .NET CMS development, as well as creating HIPAA-compliant mobile applications and web services. Successfully architected website solutions and oversaw teams working on multiple CMS platforms. Introduced tools and processes for analytics collection, data analysis, and reporting. Incorporated artificial intelligence tools to improve internal processes.
- **Security and privacy expert**, architecting, implementing, and auditing solutions to ensure compliance with HIPAA, GDPR, CCPA, PCI, FERPA, and other standards. Establishing information security standards, policies, and procedures for Sandstorm and clients.
- **Experienced data scientist and analyst**, authoring metrics design plans, implementing analytics solutions for client's marketing platforms and association solutions. Secure analysis of customer ecommerce and healthcare data.
- **Infrastructure manager and engineer**, assessing and overseeing onsite solutions and cloud-based platforms for reliability, security, and performance. Analyzing client needs, creating and supporting multi-tier infrastructure solutions. Oversaw team to move employees from in-office to fully remote.

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Acxiom, Downers Grove, IL; Little Rock, AR (and remote US and global teams)

Senior Manager of Platform Engineering	10/2012 - 03/2015
Software Development Team Leader / Project Manager	03/2007 – 10/2012
Software Developer	04/2000 – 03/2007

- **Technical manager and team leader** of 25 enterprise architects, software engineers and business analysts who design and build security-centric Software-as-a-Service products and tools. Developing and supporting multiple high-priority projects simultaneously.
- **Conscientious collaborator** planning and managing projects involving a combination of internal employees (local, distributed offices, and remote) and offshore contractors in a global environment using Agile/Scrum methodology. Worked with executives, leaders, and product teams to strategize, plan, budget, and staff software projects.
- **Efficient technology innovator** implementing and promoting process improvement and continuous delivery automation, including automated testing, continuous integration, and centralized configuration management, as well as business process automation. Transitioned team to Agile/Scrum methodologies while maintaining best-of-breed practices from Microsoft Solutions Framework process.
- **Product manager** focused on **customer service**, overseeing multiple geographically distributed platforms supporting over 100 data services and capabilities focused on consumer data integration including data ingestion, data warehousing, information quality, data enhancement, segmentation, and reporting in the CRM-based marketing space for Fortune 100s.
- **Application architect** and **software engineer** building frontend and backend solutions, web services, and enterprise data management systems working primarily in Java EE and .NET frameworks
- Received and utilized **executive training** in people management, workplace efficiency, corporate strategy, and marketing knowledge, while learning new skills in corporate finance, SEC financial statements, and other executive responsibilities.

Education and Certifications

Bachelor of Science, Computer Science
DePaul University, Chicago, IL

Certified Scrum Product Owner (CSPO)
Scrum Alliance

Certified Associate in Project Management (CAPM)
Project Management Institute

Acxiom's prestigious '**Leadership Candidate Program**'
Less than 1% of employees are selected for this executive training program.

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Relevant Skills And Experience

Development practices	Object-oriented analysis and design, Service-oriented architecture, SEO-centric development, WCAG accessibility, Test-driven development, *Design Patterns*, *Refactoring*
Management/Leadership	4 Disciplines of Execution, 7 Habits of Managers, StrengthsFinder, Birkman, Speed of Trust, DiSC
Project Management	Agile/Scrum, Waterfall, Extreme Programming, Microsoft Solutions Framework, PMP
Data Management practices	HIPAA/HITECH privacy, GDPR/CCPA privacy, COPPA/FERPA privacy, PCI credit card compliance, OWASP security standards
Architecture Methodologies and Modeling	TOGAF, Unified Modeling Language, Entity Relationship Diagrams, Sequence Diagrams, Process Diagrams
Programming Languages	.NET (C#, ASP.NET Core, MVC), Java/JEE (Servlets, JSP, JSF, JSTL, JAXB, JAXP, Spring, EJB, log4j, etc), JavaScript, TypeScript, jQuery, PHP, SQL, HTML, CSS, C/C++, Python, Perl, Lisp, PowerShell, Bash, CMD, other shells, XML, JSON, others
Cloud and Hosting Providers	Azure, Amazon Web Services (AWS), Google Cloud, Rackspace, Pantheon, on-premises hosting solutions, others
Databases	MySQL, Microsoft SQL Server, Oracle, Microsoft Access, MongoDB, others
Search Platforms	Apache Solr, Azure Cognitive Search, Lucene.NET
Online analytics, ad platforms, and optimization tools	Google Analytics, Adobe Analytics, MS Clarity, WebTrends, CrazyEgg, Google Tag Manager, Google Search Console, Google Ads, Facebook Ads, LinkedIn Insights, Twitter Ads, Optimizely, VWO, SiteImprove, PageSpeed Insights, Lighthouse, others
Data Analysis tools	Looker Studio / Google Data Studio, Tableau, Excel, Power BI, Splunk
Accessibility tools	axe DevTools, WAVE Web Accessibility Evaluation Tools, SiteImprove, Google Lighthouse, PageSpeed Insights
Mobile App platforms	React Native, PhoneGap, Ionic, Apache Cordova, Xamarin
Front-end frameworks	Bootstrap, Foundation, Material UI, Vue, Angular, React
Web servers	Apache, IIS, Nginx, Tomcat, JBoss, CGI

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IDEs	Visual Studio, Eclipse, vi, Sublime editor, Notepad++, others
Version Control	Git (GitHub, GitLab, others), Azure DevOps, SVN, TFS, CVS, PVCS
Build and Deployment Tools	Gulp, Webpack, SASS/SCSS, LESS, Ant, Maven, make, Azure DevOps, CruiseControl, Jenkins, others
Testing tools	Postman, Selenium, NightmareJS, BrowserStack, JUnit, JMeter
Protocols	HTTP, SOAP, REST, OAuth, SAML, FTP/SFTP, SMTP and other email protocols, CORBA, others
Operating Systems	MacOS, Windows, Linux (RHEL, CentOS), iOS, Android, HP-UX, Solaris, other Unix
CRMs and AMSes	Salesforce, Microsoft Dynamics, HubSpot, Slate, Fonteva, netFORUM, iMIS, MemberSuite, Association Anywhere
Content Management Systems	Sitecore, Kentico, Sitefinity, Drupal, WordPress, Ektron/EpiServer
Artificial Intelligence tools	Multiple AI programming courses in college ChatGPT integrations, HuggingFace tools Copilot (Github and Windows), Gemini, Dall-E, MidJourney, others
Productivity tools	Microsoft 365 / Office Suite, Google Workspace Suite, Jira, Trello, Asana, Basecamp, SmartSheet, Microsoft Project, Zoom, MS Teams, Photoshop, Publisher, Paint Shop Pro, Acrobat, Rational Rose, others