

Nick Meshes

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Experienced Technology Leader, Enterprise Architect, Developer, and Product Owner

I seek opportunities to leverage my technical, analytical, organizational, and leadership skills in cutting-edge software engineering and marketing projects. As an enthusiastic creator of web applications, web services, enterprise platforms, desktop software, mobile applications, and environment management tools, I have comprehensive expertise in the complete software development lifecycle including ideation, requirements analysis, design, development, quality assurance, release planning, deployment, production operations, and support for over twenty years.

I am a disciplined manager of projects and processes in multiple methodologies of software development, project management, and logistics. 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 engineers working in collocated, distributed, and off-shored cross-functional teams, with experience as a discerning recruiter, cultivator, and mentor, successful in retaining and growing top talent.

For the last seven years, I have worked closely with the Sandstorm sales team on RFP response, project estimation, pitch decks, contract writing, client management, and other aspects of business development. I have worked in website and web application design and development, client service, account management, and project management in many verticals including healthcare, insurance, manufacturing, B2B, CPG, higher education, and professional associations.

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 software support processes.

Technical Skills

Programming Languages	.NET (C#, ASP.NET Core, MVC), PHP, SQL, HTML, CSS, JavaScript, TypeScript, jQuery, C/C++, Java/JEE (Servlets, JSP, JSF, JSTL, JAXB, JABP, Spring, EJB, log4j, etc), Perl, Lisp, PowerShell, Bash, CMD, other shells, XML, JSON, CSS
Protocols	HTTP, SOAP, REST, OAuth, SAML, FTP/SFTP, SMTP and other email protocols, CORBA
Database	MySQL, Microsoft SQL Server, Oracle, Microsoft Access
IDEs	Visual Studio, Eclipse, vi, Sublime editor
Version Control	Git (GitHub), Azure DevOps, SVN, TFS, CVS, PVCS
Build Tools	Gulp, Webpack, SASS/SCSS, LESS, Ant, Maven, make, CruiseControl, Hudson/Jenkins
Testing tools	Postman, Selenium, NightmareJS, BrowserStack, JUnit, JMeter
Content Management Systems	Kentico, Sitefinity, Drupal, WordPress, Sitecore, Ektron/EpiServer
Front-end Frameworks	Bootstrap, Foundation, Material UI, Vue, Angular, React
Web servers / CMS	Apache, IIS, Nginx, Tomcat, JBoss, CGI
Search Platforms	Lucene.NET, Solr, Azure Cognitive Search
Hosting Providers	Azure, Rackspace, AWS, Google Cloud
Mobile App Platforms	PhoneGap, Ionic, Apache Cordova, Xamarin

Online analytics, ad platforms, and optimization tools	Google Analytics, Adobe Analytics, WebTrends, CrazyEgg, Google Tag Manager, Google Ads and AdWords, Facebook Ads, LinkedIn Insights, Twitter Ads, Optimizely,
CRMs and AMSes	Salesforce, Microsoft Dynamics, HubSpot, Slate, Fonteva, netFORUM, iMIS, Association Anywhere
Operating Systems	MacOS, Windows, Android, iOS, Linux (RHEL, CentOS), HP-UX, Solaris, other Unix
Data Analysis Tools	Google Data Studio, Tableau, Excel, Power BI, Splunk
Productivity tools	Google Workspace Suite, MS Office Suite, Jira, Trello, Asana, Basecamp, SmartSheet, Zoom, MS Teams, Photoshop, Publisher, Paint Shop Pro, Acrobat, Rational Rose, UML
Development practices	Object-oriented analysis and design, Service-oriented architecture, SEO-centric development, WCAG accessibility, Test-driven development, <i>Design Patterns</i> , <i>Refactoring</i>
Data Management practices	HIPAA/HITECH privacy, GDPR/CCPA privacy, COPPA/FERPA privacy, PCI credit card compliance
Methodologies	Agile/Scrum, Waterfall, Extreme Programming, Microsoft Solutions Framework, PMP
Management/Leadership	4 Disciplines of Execution, 7 Habits of Managers, StrengthsFinder, Birkman, Speed of Trust

Professional Experience

Senior Director of Technology

Sandstorm Design, Chicago, IL (and remote US)

03/2019 - Current

- Lead and manage Development, QA, and Data/Analytics Department at Sandstorm Design, with team members across the continental USA
- Creating, managing and nurturing client relationships with executives and key decision makers in professional associations, healthcare, insurance, manufacturing, B2B, B2C, and other verticals
- Recruiting, hiring, and managing of front-end and back-end website developers, QA analysts, and data analysts
- Assist and advising for recruitment and hiring of project management, UX, Design, and Strategy roles
- Driving sales and retaining clients through RFP response, project estimation, pitch decks, contract writing, client management, and other aspects of business development
- Planning and implementation of cross-channel analytics, SEO, SEM, CRO strategy, web personalization, and marketing automation
- Planning, architecting, and managing development of Hermes Award winning websites
- .NET development (C#, MVC, ASP Web Forms) for websites, web services, mobile apps, and web application development
- Data analysis and reporting using Excel, Tableau, Google Data Studio, and other tools
- Analysis of performance and optimization on websites, search engines, social channels, business data, and medical data.
- iOS mobile application development using PhoneGap and Ionic
- CMS-based website development using Kentico EMS, Sitefinity, Sitecore, Drupal, and Wordpress
- API / SSO integrations with Salesforce, HigherLogic, Conduent, Community Brands, and other CRM, AMS, LMS, and Community Management Platforms
- Programming in PHP, Javascript, HTML, CSS/SCSS, and supporting DevOps tools
- Technical project management using Agile/Scrum methodology; requirements gathering, management of schedules and budgets
- Collaboration with User Experience, Design, Marketing Strategy, Product Ownership, and other team members
- Systems architecture and analysis for performance, scalability, security, and accessibility
- Maintained and updated Information Security Plan and Information Security Policy, including meeting new standards for Microsoft Supplier compliance, trained team members
- Creating and managing WCAG compliant accessible, responsive websites
- Creating and managing websites, mobile applications and web applications for privacy compliance in GDPR/CCPA, HIPAA/HITECH, and other standards
- Creating and managing PCI compliant software and processes
- Advising clients on business process improvements and implementing compliance with GDPR/CCPA, HIPAA/HITECH, COPPA/FERPA and PCI across their operations.

Director of Analytics and Optimization

Sandstorm Design, Chicago, IL

05/2015 - 03/2019

- Creating, managing and nurturing client relationships with executives and key decision makers in professional associations, healthcare, insurance, manufacturing, B2B, B2C, and other verticals
- Recruiting, hiring, and managing of front-end and back-end website developers and data analysts
- Assist and advising for recruitment and hiring of other technical and PM team members
- Driving sales and retaining clients through RFP response, project estimation, pitch decks, contract writing, client management, and other aspects of business development
- Planning and implementation of cross-channel analytics, CRO strategy, web personalization, and marketing automation
- Data analysis and reporting using Excel, Tableau, Google Data Studio, and other tools
- Analysis of performance and optimization on websites, search engines, social channels, business data, and medical data.
- .NET development (C#, MVC, ASP Web Forms) for websites, web services, mobile apps, and web application development
- Planning, architecting, and managing development of Hermes Award winning websites

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- Programming in PHP, Javascript, HTML, CSS/SCSS, and supporting DevOps tools
- Technical project management using Agile/Scrum methodology; requirements gathering, management of schedules and budgets
- Collaboration with User Experience, Design, Marketing Strategy, Product Ownership, and other team members
- Systems architecture for performance, scalability, and security
- Created new Information Security Plan and Information Security Policy for compliance with data privacy and data security standards, trained team members
- Performing security and privacy analysis
- Creating and managing GDPR/CCPA compliant websites
- Creating and managing HIPAA/HITECH compliant mobile and web applications
- Creating and managing COPPA/FERPA compliant IT processes and software
- Creating and managing PCI compliant software and processes
- Advising clients on business process improvements and implementing compliance with GDPR/CCPA, HIPAA/HITECH, COPPA/FERPA and PCI.

Senior Manager of Platform Engineering

Axiom, Little Rock, AR (and remote US / global)

10/2012 - 03/2015

- Leverage experience in full software development lifecycle and information quality to lead others in ideation, planning, design, implementation, integration, stabilization, deployment, and support of software projects.
- Lead a team of 24 software engineers to design and build Software-as-a-Service products and tools, developing and supporting multiple high-priority projects simultaneously.
- Plan and manage projects involving a combination of internal team members (local, distributed offices, and remote) and offshore contractors in a global environment using Agile/Scrum methodology.
- Collaborate with leaders, executives, and product teams to strategize, plan, budget, and staff software projects.
- Define job descriptions, interview, and hire top talent for internships, software engineer, and senior architect positions. Team with recruiters to visit schools, participate in job fairs, and take part in other community events.
- Coach employees to define personal and business-oriented quarterly, yearly, and long term goals, following up with performance reviews, individual touch bases, and regular team meetings.
- Product manager for workflow management platform supporting over 100 data services and capabilities focused on Customer Data Integration (ETL, entity resolution, information quality, data enhancement, segmentation, master data management, and data warehousing in the CRM-based marketing space). The platform drives over 5 trillion transactions a month, enabling 200MM in revenue directly and 400MM in revenue indirectly through marketing solutions for enterprise and small business. This platform is designed to exceed security standards and privacy rules of its deployed environments in the United States, European Union, China, Australia, and Brazil.
- Product manager for the vendor-agnostic software deployment and management platform that abstracts IaaS for Cisco UCS, VMware vSphere, and Amazon Web Services. The PaaS-IaaS bridging technology manages hundreds of applications and services on over 5000 Linux-based virtual machines in data centers on 5 continents. The framework can be accessed directly via its user interface, or through configuration management tools (e.g. Puppet, Chef, Salt, or Vagrant) and cloud management tools (e.g. Scalr, RightScale, or enStratus) using its APIs.

Team Leader Application Architect

Axiom, Downers Grove, IL (and remote US)

04/2012 – 10/2012

Combination of previous Application Architect, Team Leader, Product Manager, and Project Manager responsibilities.

- Focus on designing architecture and leading the development team (local, distributed offices, and remote) of Axiom's 'enabling Platform as a Service' (ePaaS) initiative.
- Implement and promote process improvement and continuous delivery automation, including automated testing, continuous integration, and centralized configuration management, as well as business process automation.
- Nominated and selected for Axiom's prestigious 'Leadership Candidate Program' to develop my talents and increase my skills in people management, workplace efficiency, corporate strategy, and marketing knowledge, while learning new skills in corporate finance, SEC financial statements, and other executive responsibilities.

Application Architect**Acxiom**, Downers Grove, IL (and remote US)

09/2011 – 04/2012

- Design, present, and advise as technical expert and product manager, working with user community, release engineering, operations teams, other cross-functional product teams, and their leaders.
- Define requirements, communicate status, and evangelize features for several user interfaces providing access to the workflow management platform.
- Collaborate with clients, users, leaders, and other product team stakeholders to identify and prioritize requirements, create prototypes, review, and approve.
- Collaborate with other software architects, business engineers, and development teams to create cross-product/service designs and manage the interfaces between software services and applications.
- Refine product design and translate into strong software design, architecturally and on a component level.
- Research and identify innovative technologies, setting technical direction attuned to the business needs.
- Advise developers on modular software design and implementation of user requirements.
- Advise testers on proper software testing coverage, logistical issues, and opportunities for test automation.
- Advise project managers on proper time estimation, project schedule, management of risks and issues.
- Work with user education specialists to create informative documentation, training, and help systems.
- Ensure products have appropriate support in place and efficient management processes.
- Java EE developer and consultant to other development and solutions teams when needed.

Software Development Team Leader and Project Manager**Acxiom**, Downers Grove, IL (and remote US)

03/2007 – 09/2011

Title change due to clarification of priorities from previous job title, but similar job functions.

- Supervisor to a geographically diverse team of web application developers working on multiple projects.
- Project management from concept through development, testing, certification and production.
- Transitioned team to Agile/Scrum methodologies away from previous Microsoft Solutions Framework process.
- Act as Product Manager, working with user community and their leadership to define requirements, prototype, evangelize features, communicate project status, and facilitate effective support.
- Ensure products have appropriate support in place and efficient management processes.
- Continued responsibilities in requirements gathering, user interface design, and software architecture design.
- Java EE developer and consultant to other development and solutions teams when needed.

Program Manager**Acxiom**, Downers Grove, IL

01/2006 – 03/2007

- Project management responsibilities for a variety of mature web application projects, including ones where previously assigned as a software developer.
- Responsible for taking products from envisioning through development, testing, certification, and production, then ensuring the products were properly supported.
- Acting product manager for several projects.
- Processes based on Microsoft Solutions Framework.
- Trained for Certified Associate in Project Management (CAPM).
- Organized distributed team across the country, occasionally including foreign team members.
- Deploying and managing software in multiple locations in the United States and European Union.
- Continued to act as a developer and advisor to development, client delivery, and solutions teams.

Software Developer
Acxiom, Downers Grove, IL

04/2000 – 01/2006

- Specialized in collaborating across distributed development teams to implement integrations between workflow UIs, job schedulers, job validation services, orchestration services, resource monitors, job monitors, metadata collection, logging services, job auditing services, reporting services, and other data service APIs.
- Built and supported web services and web applications for Customer Data Integration solutions in large grid computing environments, in Java/JEE (Servlets, JSPs) and C#/.NET, for a user community of over 1000 users.
- Implemented web services using CORBA, XML over HTTP, SOAP, and REST using JSON.
- Prototyped and developed web-based user interfaces in Java Applets, HTML, CSS, JavaScript, and AJAX.
- Focused on Object-Oriented Analysis and Design, Microsoft Solutions Framework development process, Extreme Programming, Design Patterns, and Refactoring.
- Researched, implemented, and trained others on Internationalization and Localization concepts and technologies.
- Performed load testing using tools including JMeter.
- Analyzed code performance and memory management using tools including JProfiler.
- Designed metadata databases and managed using MySQL, Access, and Oracle.
- Built a knowledge base and content management site using PHP and SQL.
- Built administrative tools for installation, configuration, and service management using Perl.
- Built and supported desktop applications and browser-based web testing tools using .NET (C#).
- Presented multiple times at Acxiom's TResNet technical conference.

Education

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

06/1998 – 03/2000

- Focus on software engineering - C++, Lisp, discrete mathematics, data structures, algorithms, object-oriented programming, statistical analysis, database design, software development lifecycle.
- Multiple elective courses in graphics programming (OpenGL, Renderman) and artificial intelligence (Lisp).
- Business classes (technical writing, organizational skills, ethics in business, ethics in technology).
- Implemented tromino algorithm and graphics in C++ and MFC for *Discrete Mathematics (Fifth Edition)* by Richard Johnsonbaugh.