
RJ Lindelof

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SUMMARY

Strong, dynamic, analytical, self-motivated, and results-oriented software development leader with 24 years combined experience in large scale complex software development and small scale MVP work. Proven ability to pick up new technologies rapidly. Widely considered an innovator, coach, mentor, motivator, and strong leader.

EXPERIENCE

Follett School Solutions, Mchenry, IL - *Head of Accelerated Solutions Group*

2012 - 2017

- Reporting to the VP of Development, my group was created to work closely with customers, develop and release in extremely short timeframes. The goal was to implement a rapid release cycles to respond to customer needs. Allowing us to provide incremental value based on actual customer priorities.
- Innovative group focused on new technologies, new development processes and creative solutions. With organizational independence I lead the group to success on every project, proven track record.
- Applied Lean principles to Build, Measure, Learn. Learn from small samples that were closely observed, using prototypes to test business models, tracking the team's progress and flexibility, moved quickly to market and strived to fail fast.
- Outspoken contributor to a 3 year "Next Generation" strategy, leading the technology side contributing leading edge innovative solutions that aligned with the strategy.
- Worked collaboratively and effectively with our C level, business partners, product owners and customers to ensure our solution aligned to our strategy and was setup to be successful.
- Responsibilities included taking key business strategies from ideas to reality, including the roles of product/project manager, technical lead, and QA lead in addition to the management role of the group.
- Technical lead on new 3rd party product integrations, potential synergies and acquisitions.
- Mastered continuous delivery (CD), releasing code dozens of times per day. Training core team on CD.
- MVPs included HTML5 mobile apps, SaaS, chrome extensions, gamification, and real time quizzes.
- Managed and coordinated a large group of engineers remotely, mastering collaboration and ensuring a team synergy between campuses in Mchenry, IL, Greenville, SC, Hingham, MA, and Minneapolis, MN.
- Created best practices for remote development, management and collaboration of teams.
- Instituted a Kanban approach to software development, utilizing Trello to track cross campus progress. Slack for communications and join.me/zoom for screenshare to name a few.
- Established a standard to analytics tracking within legacy and new products utilizing Google Analytics and Mixpanel to provide real time insight into SaaS usage as well as A/B testing.
- Facilitated on site customer touch points, companywide rollout plans and technical training.
- Key technologies the last several years are Node, Java, MongoDB, MySQL, Firebase, Angular, Material Design, bootstrap, TypeScript, jQuery, gulp, grunt, Angular CLI, Auth0, and websockets to name a few.
- Solutions deployed in docker containers on linux VMs in our self-hosted datacenter.
- Most MVP prototypes are showcased on FollettLabs.com

Follett Software Company, Mchenry, IL - Senior Software Development Manager

2006 - 2012

- Part of the Executive leadership team of the development unit. Performed a dual role of managing 18 senior level developers in the organization as well as serving as the technical lead overseeing multiple projects. Quickly rising to the outspoken leader of the group as well as the developer advocate.
- Lead the onboarding of new engineers, interns, testers and project leaders. 65+ consultants and 25+ full-time associates. Created job descriptions and annual performance goals.
- Took ownership two large technology acquisitions and developed integration strategies.
- Shared management of \$20M budget, overseeing project managers, business analysts, software architects, software developers, and quality assurance testers.
- Drove and lead the internship program. Recruited on campus at several universities, coordination with HR to onboard students. Mentored and lead multiple successful intern projects, several of which resulted in hires after graduation. Received high honors and regard for establishing an Internship Program.
- Created career development paths, quarterly review policies, annual review feedback mechanisms, helped promote HR research for salary alignment and bonus justification.
- Championed and developed a peer review system so associate's could provide feedback about their peers in an automated fashion. This gave management an inside look at how functional and productive teams were.
- Lead the management group in the project schedules, resource allocation, associate training/mentoring, development policy creation, budgeting, and the portfolio view to C level management.
- Lead team in stress/performance testing and diagnosis of web applications. Mentored and trained teams on troubleshooting and diagnosing SQL Server and MySQL performance bottlenecks.
- Agile coach who traveled 35% to newly acquired companies to embed with them, train and mentor their management, team leads, and development teams on best practices of agile development.

Follett Software Company, Mchenry, IL - Principal Software Engineer

1993 - 2006

- Lead the Mobile Quest group which created iOS and Android native applications. Lead the technical design of the restful API, versioning, agility, and coordination between outsourced UI/UX firm and delivery of iPhone/iPod and iPad applications. As well as Android phone and tablet applications.
- Technical lead engineer on Destiny Quest and MyQuest. Quest is Follett's next generation library search tool. This platform was later used to create the FollettShelf for another division. Utilizing client technologies such as prototype, scriptaculous, jquery, ajax, json, css, REST, YUI compressor.
- Technical lead on the Destiny platform, the leading \$60M+ web based school management system. Started on Destiny when the first line of code was written in Iteration 1. Destiny grew from a 10 person team to a 65 person team within 4 years. Destiny has received numerous industry awards and gained a 67% market share due to the stability and feature set of the application. Some technologies used include Java, jsp, servlets, ejb, JBoss, Tomcat, struts, Hibernate, JasperReports, ant, c3p0, Java Swing, icu4j, iReports, Lucene, jFreeChart, launch4j, jtds, jndi, LDAP, SSL, cvs, subversion, maven, hudson.
- Lead the adoption of Agile, championing use Extreme Programming practices to deliver on time and on quality releases to the Destiny platform. Practiced pair programming, TDD, unit/acceptance testing, continuous integration, frequent releases, collective team ownership and simple design (80/20).
- Expert in testing with jmeter, junit, httpclient, httpunit, selenium and home grown stress and performance suite of tools. Analyzed results and made performance tweaks to code which has gained 1,000% increase in performance and scalability.

- Played the role of Innovation Evangelist in addition to the developer lead role. Researched innovative companies, “google time” and other techniques to foster an innovative development culture. Established Tuesday tech talks, innovation time, open source contributions, work from home policies and more.
- Very skilled with SQL Server and SQL Express, management & performance tuning, as well as integration of SQL Express custom installations. Proficient in MySQL and noSQL db’s.
- Acted as the Extreme Programming Coach across 11 project teams helping teams stay on process. Understanding of a healthy balance between needs of delivering the project while improving the use of the XP practices. Championed with growing the next level of development leadership. Also coaching two other divisions of Follett to adapt agile methodologies.
- Prior 2000 and bleeding edge Destiny platform, I was the lead developer on several web based services. I wrote the first lines of HTML for Follett in their first ever internet service, which was considered an add-on to the now legacy Circulation Catalog product line. This web-based search engine encapsulated over 60 different school resources online. I worked extensively with C++, ASP under IIS and SQL Server while managing the day to day activities of several project teams.
- Prior to writing internet based services for Follett I created system utilities (perl), MARC utilities (C), and focused on strategic company objectives which included developing and maintaining internal enterprise workflows and process automation systems. Designed and implemented an Internet service for librarians (ISAPI) developed entirely in Delphi on IIS. Worked on an ERP implementation integrating the new Oracle Applications with an Interbase legacy system.

Thinkersize, LLC. - Co-Founder <http://CraniumCore.com>

2008 - Present

- Cranium CoRE is a SaaS reading comprehension gameshow, for students 3rd-12th. Utilizing mobile devices or SideKey Keypads to answer higher order thinking questions directly to the browser. Members from around the world create and share games, collaborating in this web 2.0 environment. This subscription based system released in June 2009.
- Created both iOS and Android applications for remote controls into the game. Used jQuery Mobile and ajax polling on both the server and the client remotes to achieve seamless gameplay on phones, tablets or any device with an internet browser.
- Added support for an integrated hardware vendors sidekeys keypads. USB powered, plug and play devices that use RF technology to communicate through the usb port to the browser, with no software installation necessary.
- Responsible for the software development, quality assurance, technical delivery and maintenance of Cranium CoRE. I also act as the visionary for the future of Thinkersize, LLC. Instrumental in architecting, designing, and building the Cranium CoRE service, and was critical in helping the service grow and scale.
- Some of the technologies include ColdFusion 10 with Tomcat, Java, ajax, jQuery, jQuery UI, jQuery mobile, flowplayer, flash soundManager, extensive css, web services, json, SQL Server, IIS, Selenium, ant, jslint, junit, jtds, javaLoader, jmeter, git, Eclipse. Integration services with Google Maps, Google Javascript Charts, Twitter and Facebook APIs.

RJL Software, Inc. - CEO <http://rjl.guru>

1996 - Present

- Founded independent software company initially focused on creating automation products and custom solutions for businesses to go paperless. Started with desktop applications and utilities, moved on to web based solutions, web applications, websites, hosting, and SEO.

- Some clients include Motorola, Pioneer Electronics, Compaq, United Title, Mayer Music, Sunset Tree Service, Thornell Associates, Lindy Construction, Olmarc Packaging, Software Maniacs, and more.
- Created several award winning Windows desktop applications that continue to be recognized as the standard in their respective markets. Such as AutoRun Wizard, Message Manager Deluxe, and Log Info to name a few.
- I pride myself in developing high quality software that is on time and within budget. I have excellent business analysis skills. I am highly capable creating user interface design/prototyping and can jump into the Java/J2EE server side programming.
- Can work with multiple methodologies, languages, and operating systems...all at the same time.
- Strong written and verbal communication skills that have proven effective in communication at a variety of levels from CIO to junior developers.
- I own and operate over 90 domain entities. From an ad rotation service, photo hosting, tshirt site, ecommerce re-reselling sites, mobile sms services, and reminder services to name a few.

SKILLS

Proficient or familiar with a vast array of programming languages, concepts and technologies, including:

Node, HTML5, CSS3, JavaScript, Angular 1-4, TypeScript, jQuery, Java, PHP, MongoDB, Firebase, SQL Server, MySQL, Delphi/C++, ColdFusion, Android, Websockets, git, jenkins, kubernetes, nginx.

Jenkins, Jira, Confluence, GoCD, Trello, Slack, join.me, bitbucket, stash, jMeter, selenium.

Strong leader, mentor, motivator, collaborator, and a positive personality.

Agile coach, product owner, technical speaker, and proficient in project management.

CONTRIBUTIONS

Member and Sponsor of the Software Craftmanship Mchenry organization

AngularJS and JavaScript meetups

Speaker at C-SPIN (Chicago Software Process Improvement Network)

MSDN subscriber and contributor

Member of advisory committee for Lake County Technology Campus

Contributor to several open source projects

Credited lead book reviewer for Responsive Web Design with jQuery ISBN 9781782163602, published 2013