

Sean Ways

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Summary

A proven product and technology leader with experience in onshore, near shore, and offshore customer driven product development, software architecture, software development, quality assurance, and team management. Results-oriented with strong strategic and long-range planning abilities with an emphasis on creating SaaS products for B2C, B2B, and B2G spaces.

Core Competencies:

- Engineering, Architecture, and Design Solutions.
- Technology Strategy, Direction and Roadmap.
- Business Process and Systems Integration.
- Product Development – ideation to creation.
- Human Performance, Coaching and Mentoring.
- P&L ownership, Budget, Multi-Site, and Vendor Management.

Work Experience

Vice President of Engineering and Information Security Officer

1/2022 - Present

eHealth Technologies

Position Summary

Reporting directly to the CEO, and a member of the Executive Leadership team. Responsible for all technology, information security, and product development at the organization, including the full P&L and budget for the department.

Key Technologies: Azure (VM, PaaS, SQL), .NetCore, C#, Angular, Salesforce, Apex, Azure DevOps CI/CD, Microservice Architecture, ML/AI

My mandate since joining the organization has been to build a high performing product development and technology team that is capable of facilitating eHealth Technologies move from a service company to a technology enabled services company.

Key achievements include moving from an expensive, contractor/outsourced resource model to a global internal workforce, primarily located in India, South America, and Eastern Europe with key architectural and product manage resources located in the USA. Introducing and institutionalizing Agile processes and practices. Building a capable, customer facing Product Management team with the skills to

understand and conceptualize roadmaps that address customer needs while providing significant organizational returns.

Key metrics achieved since joining:

- 30% reduction in team cost
- 90% increase in team productivity
- 70% decrease in quality defects
- 95% retention rate
- Employee NPS of 52

Vice President of Application Engineering

10/2019-1/2022

ISACA

Position Summary

Reporting directly to the CTO, and a member of the Executive Leadership team.

Key Technologies: Azure (VM, PaaS, SQL), .NetCore, C#, React, Redux, Salesforce, Apex, Azure DevOps CI/CD, Boomi, SiteCore, Kentico

Responsible for all application development teams, onshore and offshore. Teams managed – Platform and System Architecture team, UX (user experience) team, Quality Assurance team, multiple Application Development teams (3 internal, 3 near shore), Tier-3/Patch team, and Operations support team. Total employees reporting up through my organization can vary but averages 50+.

Key aspects of the position include strategic planning, and tactical execution of the organizational strategic priorities through efficient use of application engineering resources in close partnership with ISACA's Product Management department. Technology evaluation, selection, and road mapping – including due diligence, fit to purpose determinations and ROI on technology acquisition regardless of source (M&A, Partnerships, COTS, or Build).

Additional responsibilities include creating, maintaining, and managing the Application Development budget (full P&L), coordinating with all other business owners to ensure that technical needs are planned and accounted for the fiscal year.

Director of Technology

2/2016-10/2019

CMMI Institute (ISACA)

Position Summary

Reporting directly to the CEO, and a member of the Executive Leadership team. Responsible for all technology, information security, and product development at the organization, including the full P&L and budget for the department.

Key technologies: Microsoft.Net, MVC, .Net Core, React, Redux, Azure, Kentico, AzureDevOps, AzureDevOps CI/CD, Git, Jira

Key aspects of the position include managing a software development team which includes UX/UI, developers, and quality assurance. Identifying, appraising, selecting, and managing technical vendors. Creating, maintaining, and managing the IT budget (full P&L), coordinating with all other business owners to ensure that technical needs are planned and accounted for the fiscal year.

At the tactical technical level – Led the effort to redevelop legacy CMU SEI siloed applications into an enterprise suite of tools. The development culminated in the launch of a new web suite developed using a Microsoft technology stack, deployed in Microsoft's Azure cloud. To this point the effort has produced a new SaaS product – The CMMI Institute Cybermaturity Platform, a new marketing website, a new partner website, and has allowed the institute to retire 3 legacy applications.

CMMI Institute was acquired by ISACA. As part of the transition the ISACA CEO evaluated the work I delivered and promoted me to run all application engineering within the company.

Director of Application Engineering

1/2012 –2/2016 Tiversa, Inc, Pittsburgh, PA

Position Summary

Responsible for planning, coordinating, developing, and implementing all Microsoft .Net applications in the organization. Supervises multiple developers working across all lines of business. Acts as a mentor to subordinate programmers and development managers.

Works closely with internal and external clients to support their operational needs, translating customer needs into development plans. Responsible for guiding the best practices within the organization, including coding standards, technical standards, quality assurance standards, tools, and platforms.

Responsible for the allocation of resources between projects, maximizing the utilization of available resources, and determining when additional

resources are necessary. Conducts employee performance and salary reviews. Responsible for the annual budget of the development group.

Hands on engineering manager with current and relevant development experience utilizing .Net technologies.

Fun fact, at the time I left Tiversa it had an onsite 3 petabyte storage array running custom software that deduplicated data at the block level to maximize file storage.

Clearances

United States of America – DoD Top Secret – SCI eligible - Inactive

Education

Bachelor's Degree - Business and Information Systems

MIT Sloan School of Management – Organizational Design for Digital Transformation

Certified Data Privacy Security Engineer (CDPSE)

Certified Scrum Product Owner

Certified Scrum Master

altMBA

Luma Institute – Fundamentals of Innovation through Human-Centered Design

InsideOut Coaching