

Nael Alismail

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About Me

I'm a director level leader focused on building highly effective teams through culture and process. I create empowered, effective teams with high morale and resiliency. My leadership style is to encourage growth both for teams' abilities and individual improvement through enthusiastic mentorship and coaching.

I have defined and tested my insights over the past 7 years as a leader of engineering departments. I have 14 years of engineering and architecture experience, I'm a certified scrum master, and I have a Master's Degree in Software Engineering.

Qualification Highlights

- Experienced technical leader with excellent people and software development skills.
- Fourteen years of experience developing software.
- Relocated to Atlanta to expand development department.
- Led a team of 40 engineers, UX designers, and QA analysts.
- Transformed an organization into using Scrum.
- Mentored over a 20 engineers.
- Interviewed over 100 developers and QAs.
- Skilled at designing maintainable, scalable, and high performing architecture.
- Track record for championing adoption of new technologies and development processes.
- Held over 30 presentations on technologies and best practices.
- Current development with Node.js, React, C#, & ASP.NET.

Experience

Architecture Area Lead

- Responsible for technical excellence, project delivery, and overseeing the activities of architects and engineers.
- Delivered company-wide process initiatives for QA, Solution Design, and technical implementation.
- Reviewed feasibility of estimates and architectures created by Solutions Architects.
- Monitored and assists staff allocation of projects to build quality teams and reduce bench time.
- Designed and executed a leadership training program for the architect team.
- Created Engineering Career Progression program to define roles and give engineers a growth path to reduce turnover.
- Championed architectural leadership best practices such as client management, estimation, and team leadership.
- Encouraged technical best practices such as code reviews, unit testing, linting, and merging strategies.

SOLTECH

July 2017 - Present

Increased process knowledge across project managers using scrum practices and other agile processes.
Improved engineering skills through creating a culture of mentorship and education.
Led QA team meetings and guided them to documenting and executing best practices.
Interviewed over 50 people for Engineering and QA roles.

Solutions Architect

January 2017 - Present

Guided clients through the discovery and ideation process to identify features to deliver highest business impact.
Used multiple tools such as stories, wireframes, personas, and flow diagrams to elicit and document features.
Translated features into scalable and maintainable architectures with an estimated delivery and budget.
Led project teams through project management, product ownership, and creating an execution plan to meet timeline and budgetary constraints.

Application Architect

January 2016 - January 2017

Acted as a point of contact for 3rd party vendors on behalf of clients.
Developed a process to improve team efficiency by creating clear stories and conducting code reviews.
Led multiple projects and teams including a \$500,000 video conferencing platform.
Designed applications using Node.js, React, TypeScript, Webpack and gulp.
Designed an application using Angular 1.5, ASP.NET OWIN and Entity Framework.
Designed applications using RabbitMQ and MongoDB.
Applied authentication using both SAML and JSON web tokens.
Developed IT infrastructure using AWS ECR, AWS EC2, Docker and nginx.

Manager of Atlanta Development & Application Architect

AppRiver

Atlanta Expansion

July 2008 - January 2016

Relocated to Atlanta to open and lead new software department.
Built teams to grow development department by 20%.
Trained and managed remote teams.
Built a bond between Atlanta branch and headquarters through cultural development and strong communication.

Departmental Leadership

Allocated resources across teams to meet the needs of the business.
Conducted performance reviews and salary discussions with engineers.
Championed the implementation of Scrum.
Standardized developer reviews to define growth paths.
Created policies for public communication guidelines.
Presented topics ranging from technologies, best practices and principles.

Web Application Development

Built a CRM application using LINQ, SQL and ASP.NET Web Forms.

Developed internal tools with ASP.NET Web Forms, Angular, WCF and Event Sourcing technologies.

Updated CRM application using Angular, SignalR, WCF and a service bus.

Created service management tools for use by customers.

Worked closely with PMs and stakeholders to define features and timelines.

API Development

Designed, built and maintained service management APIs with technologies including WebAPI, WCF and SOAP.

Developed system and integration tests using NUnit and SpecFlow.

Developed unit tests using NUnit and Moq.

Used dependency injection to decouple architecture and ease unit testing.

Accessed data from SQL Server and MongoDB.

Stored data for Hosted Exchange using Active Directory.

Application Developer

NFP

Built a cobranding solution for insurance and securities disclaimers.

July 2006 - June 2008

Interviewed stakeholders to gather requirements and understand the domain.

Created an HTTP module to redirect users based on state.

Developed a single sign on solution.

Unified data across multiple data sources using ASP.NET Web Services.

Programmer Analyst

Sungard

Maintained and enhanced benefits web application written in ASP.NET Web Forms.

June 2004 - June 2006

Converted a web application from .NET 1.1 to .NET 2.0.

Developed customer service representative application.

Education

Master of Science in Software Engineering
BS in Management Information Systems

University of West Florida
University of Alabama at Birmingham

2014
2004

Certification and Training

Certified ScrumMaster
Leadership Training

Scrum Alliance
AppRiver Sherpa Executive Coaching Program

2014
2013