

# Joel Worrall – Software Engineer / Executive / Consultant

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## Summary

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Principal consultant, software architect, senior engineer, and software executive with significant enterprise-level experience primarily in multi-tier, web-based, internationally-deployed solutions, highly qualified in object oriented design, as well as software engineering development methodology and practices, having worked with, led, and managed teams of highly skilled and motivated developers in collaborative, fast-paced, challenging atmospheres creating software applications and frameworks using J2EE technologies and object oriented design patterns. Experienced in corporate technology selection and management, release and project planning, software implementation, offshore and local outsourcing, hosted software, SAAS, and agile development

## Skills

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### General Skills

- Technical and organizational management of a software engineering department of 40 persons across 3 offices and 2 continents
- Team lead experience mentoring junior developers, teaching programming language and web-based design, and overseeing requirements and design process since 1999
- Excellent oral and written communication skills
- Resource and roadmap planning
- HR and personnel management
- Outsourcing expertise: offshore, local, and U. S. remote
- Significant consulting and customer facing / relationship management experience with small, medium, and fortune 500 corporate clients
- Highly self-motivated to improve and achieve corporate and personal success, with the ability to create and own a vision for an organization
- Requirements gathering / design, documentation, and oversight, including developer guides and API documentation using standard toolsets (UML, etc)
- Collaborative experience with graphics artists and user interface designers

### Java Skills

Servlets, JDBC, JSP, Custom Taglibs, JSTL, JCE, JavaMail, JAXP, JDOM, GLUE / Electric XML, EJB, RMI, JMS, AWT, JNDI, Swing\*, Java Logging, Log4J, Java Imaging API, Apache Jakarta Projects, Struts, Maverick, Spring, Hibernate, JavaRosa, J2ME, i18n

### Other Technical Skills

#### *Languages*

HTML/JavaScript

SQL/PLSQL

XSLT/XPath/XML

Actuate ERD Pro

PHP

Ruby/Rails\*

C/C++/C#\*

ASP\*

#### *Platforms*

OS X

Solaris/Unix/Linux

Windows

#### *Tools*

RDMBS (Oracle, Postgres, MySql, SQLServer)

J2EE Application/Servlet Containers

LDAP (iPlanet, OpenLDAP)

CVS, Ant, Cruise Control

JUnit, JMeter

Eclipse, MS Visual Studio

Apache, IIS

## Experience

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### Education

B.A. – Computer Science, Messiah College, Grantham, PA

M.A.R. – Old Testament, Evangelical Theological Seminary, Myerstown, PA (part time)

### Employment

Vice President of Technology Development – October 2009 to Present

*CURE International / Lemoyne, PA*

- Joined senior staff of non-profit organization focused on serving the 100M disabled children in the developing world with curable conditions
- Represent the technical leadership of CURE and its mission to partners and donors
- Working to establish web-based, transitional one-to-one giving relationships via the use of web 2.0 tools, social technologies, and social networks to build a next-generation online donor engagement experience
- Responsible for technology development and implementation of online presence

President / Senior Consultant – May 2009 to Present

*Java Brewery, Inc / Mechanicsburg, PA*

- Engaged in outsourced product development, technical management, strategic partnerships, technology & market research, and technical leadership
- Providing recruiting services, partnerships, and technology due diligence

Vice President, Engineering & Development – March 2009 to October 2009

*Mzinga / Burlington, MA and Mechanicsburg, PA*

- Responsible for technology roadmap, partner selection, R&D, and all engineering staffing (FTE, contract, partner, and outsourcing): a 40-person department
- Led architecture and delivery of Mzinga's first release of OmniSocial product
- Provided technical face and leadership through a monumental debt re-structuring and re-capitalization
- Led shift of Mzinga's product architecture and business model from Application Service Provider to complete SaaS multi-tenant, single instance environment
- Guided the organization through the merger of three separate companies and development organizations as well as the incorporation of offshore, outsourced team

(acting) Director of Engineering – August 2008 to March 2009

*Mzinga / Burlington, MA and Mechanicsburg, PA*

- Promoted to acting director of software engineering, simultaneously managing teams and projects in Mechanicsburg and Boston offices, including necessary business travel
- Involved in the overarching corporate product strategy for Mzinga's Social Learning and Social Media suites
- Charged with the release planning and execution for two different SaaS platforms in two different technology stacks (Oracle/Java and SQLServer/.NET), combining team members from both offices as well as offshore, outsourced resources

Director of Development, Learning & Workplace Communities – Feb. 2008 to Aug. 2008

*Mzinga / Burlington, MA and Mechanicsburg, PA*

- Promoted to director of engineering for learning & workplace communities: feature development, sustaining engineering & support, enterprise customization consulting, and future technology and architecture
- Leading technical and business efforts to move traditional hosted software model to multi-tenant Software as a Service architecture

- Integrating learning platform with social media platform to deliver Mzinga's new Social Learning Suite
- Negotiated major software vendor contracts and services

Development Manager – Feb. 2007 to Feb. 2008

*Knowledgeplanet (Mzinga) / Burlington, MA and Mechanicsburg, PA*

- Promoted to manager of engineering for enterprise-class, hosted LMS
- Developed and managing corporate outsourcing strategy with offshore outsourcing partner to provide variable staffing and focus engineering resources on innovation
- Performed technical diligence in acquisition of the Prospero Social Media platform
- Implemented lightweight, effective performance review and project scheduling

Software Architect – July 2006 to Jan. 2007

*Knowledgeplanet / Mechanicsburg, PA*

- Joined the engineering organization after an extended consulting contract to be part of the successful launch of the 6.7 version of the Knowledgeplanet LMS
- Architected LMS reporting framework using Actuate, Resin, Java 1.5, and Oracle
- Served as consultant and solution architect, working with troubled client relationships
- Coordinated department-wide training in vendor-specific technologies
- Managed outsourced, off-shore development with two separate partners in India, creating the organization's outsourcing and development orientation processes

Principal / Senior Consultant – April 2003 to Jan. 2007

*Java Brewery, Inc / Mechanicsburg, PA*

- Built a software / solutions business that successfully executed over \$700,000 of contracts over a 3-year period
- Possessed expertise in portal and web service architectures and frameworks
- Served as technical liaison and interim managing engineer for multiple organizations seeking to build development teams, conducting training, head-hunting, and technical specification assistance
- Analyzed company data models and performed data architecture and database design and implementation services
- Provided requirements and design analysis and documentation
- Engaged in website design and content management deployments for small and medium-sized businesses

Lead Java Developer and Chief Architect – July 2000 to April 2003

*CommNav, Inc / Mechanicsburg, PA*

- Responsible for approving designs and documentation, overseeing and mentoring junior developers, and managing testing for all CommNav Java development efforts
- Architected, designed, and led development of the CommNav Java Portal infrastructure and the CommNav Java applications using, object oriented methodology and J2EE Resin technology, including an extensive custom Taglibs
- Primary author of the development API's and system documentation for the CommNav Java Portal infrastructure
- Developed multiple browser-based applications, including content management, flexible role-based and object security, message forums, a Single Sign On framework, document management systems using WebDAV, and web mail supporting both POP3 and IMAP using the JavaMail API

Software Engineer – May 1999 to July 2000

*KnowledgePlanet, Inc / Mechanicsburg, PA*

- Designed and implemented browser-based J2EE applications and features for the KnowledgePlanet Learning Management System, running on JRun application server and an Oracle database, using JSP, Servlets, Java, SQL, and XML/XSL
- Created a XML-based transaction management system
- Evaluated load and functional testing software, taking part in the purchasing of the automated testing package for KnowledgePlanet's development organization

### **Certifications / Organizations**

Sun Certified Programmer for Java 2 Platform 1.4

Actuate: ERD Development 1 & 2, Advanced Topics, and iServer Webservices API

### **Interests**

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International Travel, Software Development Methodology and Process, Israel and the Ancient Near East, academic writing, teaching, U2, Cleveland Browns, software solutions for non-profit organizations