

Brett Harris

Hands-on software engineering leader.
Passionate about creating positive societal change through technology

Falls Church, VA
gtibrett@gmail.com
[linkedin/in/gtibrett](https://www.linkedin.com/in/gtibrett)
202.556.0014

HIGHLIGHTS

Level Access

VP, Engineering

November 2015 - February 2023

I joined to expand the engineering team and improve software engineering practices. I managed a team of 20 and was responsible for all aspects of software engineering, devops, QA, agile process definition, and hiring.

During my tenure, we implemented streamlined processes such as automated builds, continuous integration, and code reviews, enabling a 500% growth in Product and Technology headcount over seven years. I also led the development of new products and achieved ISO 27001 and FedRAMP.

Starfish Retention Solutions / Hobsons

Software Engineering Manager

December 2013 - October 2015

I transformed the interface by introducing a new visual design, modern coding techniques, and accessibility enhancements. I mentored the UI engineering team and streamlined our front-end code, reducing maintenance and implementing unique solutions. I also served on the technology leadership team, guiding product roadmap implementation, technology strategy, and staffing decisions.

Association of American Medical Colleges

User Experience Architect, Lead Software Engineer

December 2006 - December 2013

As a member of the enterprise architecture team, I established standards and tools to improve user experience for development teams at the association. I served as a solutions architect on projects, documenting architecture using TOGAF and ensuring adherence to it. I worked with business partners to evaluate project feasibility and brainstormed solutions using existing building blocks.

As a lead software engineer, I led a team in designing a complex transactional application for medical students and school admissions staff, resulting in an 83% satisfaction rate and a 700% increase in participation after the first year. I also implemented CoreMedia, a content management system, for three large web properties and led the team in successful completion.

EDUCATION

Pennsylvania State University

BS, Information Sciences

SKILLS

Agile Methodologies

SCRUM, Kanban

Amazon Web Services (AWS)

Lambda, CloudFront, Route53, IAM, CloudFormation, S3, LightSail

Content Management (CMS)

Engineering Management

Enterprise Architecture

Executive Leadership

Information Security

ISO27001, FedRAMP

People Management

Software Development

Javascript, Typescript, node.js, React, Redux, Express

Material UI, ExtJS, jQuery

Java

User Experience

UI, IX, IA

Web Development

Browser Extensions

Digital Accessibility

Electron

Puppeteer

Single Page Apps (SPA)

EXPERIENCE

Level Access

VP, Engineering

November 2015 - February 2023

I joined Level Access to grow the engineering team and mature software engineering practices. When I started, the team was responsible for a PHP platform similar to Jira but focused on accessibility (a11y) testing and reporting plus supplementary tools for testing web properties.

During my tenure, we implemented automated builds, continuous integration, code reviews, and other practices to streamline our process. We grew Product and Technology headcount 500% over seven years. We released completely new a11y products: a testing engine, three browser extensions, a continuous integration testing SDK, an a11y learning management system, and a modern platform to replace the legacy PHP platform. We also achieved ISO 27001 certification and FedRAMP authorization.

I led the Engineering, Devops, and Quality Assurance teams as part of Product and Technology Leadership. I was responsible for all aspects of software engineering, release management, agile process definition, and hiring. I managed a team of 20 direct and indirect reports, our classic PHP and Java platform, and all new engineering products. In 2021, we launched a React and Node platform focused on mass market a11y testing, monitoring, and remediation. We utilized a wide gamut of AWS services, including Lambda APIs, CloudFormation, Kinesis, to provide an Internet scale solution. Our platform is built on React 18, Material UI, and custom components to ensure accessibility.

Starfish Retention Solutions / Hobsons

Software Engineering Manager

December 2013 - October 2015

I was hired by Starfish to grow and mature the user interface engineering. I led a team of talented engineers and we completely transformed the interface. This transformation included a new visual design, modern coding techniques including SASS, font icons, and ARIA based accessibility enhancements.

I mentored the team of engineers focused on the user interface. I helped them identify design patterns and unify the way our team wrote our front-end code. We were able to refactor large amounts of legacy code to reduce maintenance and implement unique solutions to new problems.

I also served on the technology leadership team to guide implementation of our product roadmap, determine technology strategy, and manage hiring and other staffing issues.

EXPERIENCE

Association of American Medical Colleges

User Experience Architect

April 2011 - December 2013

As a member of the enterprise architecture team, I focused on improving user experience as a practice at the association. I accomplished this goal by establishing standards and tools for development teams and by integrating them as a core building block for application development.

I was also assigned as a solutions architect on development projects. My responsibilities entailed documenting the architecture using TOGAF deliverables, communicating the architecture to the development team, and ensuring adherence to the architecture. Some examples include: a re-engineering project of a content driven ColdFusion site to a content management system driven Java/Spring site; a proof of concept for a portfolio management site that would integrate internal and external data sources via an enterprise service bus; our first mobile application for reading and sharing news stories, campaigns, and other content.

I worked with business partners to evaluate feasibility of projects and brainstorm solutions using existing building blocks. Examples include: integrating a single sign-on solution to our SaaS learning portal; evaluating requirements and vendors for an socially enabled intranet site to facilitate inter-department collaboration.

Lead Software Engineer

December 2006 - April 2011

My first project with the AAMC was as a lead engineer for a new application for medical students allowing them to apply for electives at schools other than their own. I designed the user interface for a complex transactional application while gathering and evolving business requirements. Solving for the application's distinct user groups, medical students and school admissions staff, presented unique challenges. Our efforts were recognized by a 83% satisfaction rate and a 700% increase in participation after the first year.

My second undertaking was implementation of CoreMedia, a content management system (CMS), for three large web properties. The first property, aamc.org, was converted from static HTML. The second property, mededportal.org, was built from the ground up. The third, Careers in Medicine, involved integrating legacy career planning tools into the CMS. I worked with consultants and our developers to learn the platform and implement websites in the CMS. My roles were additionally focused on assisting staff with content migration and information architecture for the new site. My previous experience in content management helped me lead the team to a successful completion.

Conduit Internet Technologies

Software Engineer, Project / Account Manager

August 2004 - October 2006

As an account manager, it was my responsibility to take over at the end of the sales cycle by meeting with clients to train staff and gather requirements. These two objectives worked together by allowing me to provide visualization of concepts and determine the scope of our engagement. I spent significant effort creating information architectures to both streamline internal management of data and segment products.

As a software engineer, I oversaw the development of product catalog management software for 2 1/2 years. I was responsible for customizing our content management system to implement client websites and product catalogs. Because Conduit was a startup, the content management system evolved as each new client had different needs. This rapid growth required me to standardize our software to accommodate varying client needs while still being centrally maintainable and profitable. By standardizing our code, we were able to spend less time on customizations and deliver sites more efficiently.