[Engineering Manager](https://www.postjobfree.com/resume/adi204/engineering-manager-new-york-ny" \t "_blank)  
  
Location:  
New York, NY  
  
Posted:  
January 01 2021  
  
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Career Summary:  
Accomplished and energetic VP with a solid history of achievement in Software Product and Engineering. Moti- vated leader with strong organizational and prioritization abilities. Areas of expertise include maturing organi- zations, Partnership, application of Best Practices, and Staffing. I've led some of the industry's largest -and smallest-software development organizations. It's really about the same things: best execution, best partnering with other departments, best talent acquisition, best processes. But most of all it's about providing the best Culture. I lead from the front; providing strategic and operational leadership to the company by setting OKRs, developing strategy, and ensuring the strategy is executed effectively. Professional Experience:  
Copia  
Advisor Head of Product and Engineering  
2019-present  
Early stage startup regarding allows businesses to safely donate their excess food, access enhanced tax deduc- tions, and receive powerful data to inform food purchasing decisions.  
• Extremely committed to leading transformative company growth in a frugal and scrappy manner  
• First things, first. Reorganized the Engineering Department by prioritizing Engineering objectives, in- stalling Best Practices, in particular Agile using Jira. Backend, web side, and mobile app feature driven development  
• Championing and ensuring engineering and operational excellence, establishing metrics and processes for regular assessment and improvement  
• Created the Product Management Department by hiring and mentoring junior PMs, installing PM best practices and techniques  
• The steadying the course by creating the company Roadmap and fulfilling its initiatives. Establishment, execution, and achievement of the company’s technical vision and scaling milestones in strategic align- ment with business objectives, user and client experience, and revenue goals  
• Collaboration with other executives to align technical architecture and business strategy, vision, and long-term product priorities  
• Provided bench-marking studies and establishing KPI’s to manage and improve financial performance of the Company. Lead the ongoing improvement of Budgeting, Forecasting and processes  
• Achieved 100% reliable release cadence for releasable product and safe and proper CI/CD  
• Establishment and continuous monitoring of goals, key objectives, and key performance indicators across the operation to determine the efficacy of each aspect of the operation. Led and tracked managers’ per- sonal OKRs  
• Keeping the startup atmosphere alive and keeping it Fun Technologies: Kotlin. AWS. Mobile: iOS, Android. Cloud. Agile, UCD. Jira, Confluence San Francisco, CA 94123 Page 2 E-mail: [George.S.Lockwood@gmail.com](mailto:George.S.Lockwood@gmail.com) GreenFlashIdentity  
Founder  
2015- 2019  
Startup regarding identity on mobile platforms. Forming partnerships. Raising funding. Architect/Designing the backend, web side, and mobile app.  
SL Corporation  
Head of Software Engineering  
2012–2016  
Responsible for modernizing SL Corporation, a global software company delivering traffic management, messag- ing alerting solutions to 100+ customers with multi-server commerce and agency organizations. Resulting in 25% sales increases. Imported missing Best Practices and tuned them once in place. Inspired advanced technol- ogy, user experience, and technical publications teams with staff of 30-35 engineers across multiple global loca- tions. Revitalized innovation by motivated engineers to own and lead development. Dramatically expanded the user experience and customer satisfaction. AND Coded the missing engineering tools to assist engineers.  
• Oversaw, balanced, & improved Product Management & Engineering Departments into finely integrated teams. Developed and directed technical business strategies in support of overall business goals. Pro- vided technical leadership, direction and advice across levels - from executive level to engineering teams  
• Achieved symmetry and success by reorganizing the Engineering Department: Created 4 Dev Teams out of 1 nebulous team and embedded QA engineers into these teams. Hired 5 QA engineers bringing bal- ance to the department.  
• Ever knowledgeable: Hands-on Team Building and normalization: Managed and mentored the 35 globally distributed engineers, 4 managers (mentored 4 promising engineers upwards and into management)  
• Dramatically reorganized the Product Management Department: Trained and mentored managers, hired excellent new talent and turned over the staff. Created User Groups and ties to industry partners. Dramatically raised visibility of user experience groups within the company and improved products’ usa- bility. Evangelized, Introduced, and Implemented the UCD Principles and installed a UCD Team  
• Introduction of Industry Best Practices: Agile, Test Driven Development, Test Automation, UCD, form- ing and norming of Great Teams. Introduced ongoing Infrastructure projects in parallel with product de- velopment  
• Change Management: Lead, managed and implemented change initiatives in an effective manner; Set the organization's policy for the management of change in development and test environments. Streamlined the Release process and identified Release projections in jeopardy, unknotting process snags  
• Success through new ideas: Fostered a Culture of innovation by dramatically raised Morale and Motiva- tion by returning innovation to the engineers, establishing team work and mentoring as a core value, and inspiring engineers to achieve. Created a reward-based Meritocracy and kept things FUN. Led product and technology brainstorming sessions.  
• Performance leadership: Establishment and continuous monitoring of goals, key objectives, and key performance indicators across the operation to determine the efficacy of each aspect of the operation. Led and tracked managers’ personal OKRs  
Development Specific Topics:  
• I get hands-on with the code when necessary. I’ve built scores of engineering tools to assist engineers. Assisted in several R&D projects, and at times, built product in sprints  
• Led Coding debates, testing approaches, coding paradigms. Lead development, but inspired engineers to own and lead development  
• Led feasibility exploration and development of Mobile apps iOS and Android Teams and features Technologies: Java, C++, JavaScript, HTML, jQuery. Asp.net. AJAX, API. JSON. Python. Mobile: iOS, Android. Cloud. SaaS. TDD. Integrated Automatic Testing. Jenkins. Continuous Integration. Unit Tests. Threading. REST. SOAP. HTTP. Multiple databases. SQL. Google Maps. UCD. Jira, Confluence  
San Francisco, CA 94123 Page 3 E-mail: [George.S.Lockwood@gmail.com](mailto:George.S.Lockwood@gmail.com) Symantec Corporation  
Director Engineering  
2009–2012  
I boosted productivity and morale by leading a talented Data Loss Prevention (DLP) Department through the adoption of Feature and Story Driven development and carefully applied advanced Agile methodology and other industry best practices. Increased productivity led to revenue increases to over $65M annual – while sustaining the ‘startup atmosphere’, significant hiring, growing our talent, and keeping it fun. Managed a $15M Budget. Introduced a collaborative peer relationship with Product Management and Introduced UCD and Best UI prac- tices. Sustained morale by providing an “engineers’ culture” and inspiring engineers to own & lead development. DLP was voted best Symantec culture!  
• Moved the needle by Leading Product Management and Development through Feature Driven Develop- ment phases resulting in significant shift in the Gartner magic quadrant. Budget management: ~$30 – 35M US  
• Managed and Mentored Platform and Product Development and QA Managers (as Senior Manager: 5 Dev  
& QA managers, headcount: > 80, as acting Director: 12 Manager, overall >125 engineers). Mentored 5 promising engineers upwards and into management  
• Performance leadership: Established OKRs and KPIs to manage and improve performance of the de- partment. Led and tracked managers’ personal OKRs  
• Hands-on Team Building and normalization: Directly managed and (scaled up from scratch) 3 UI / UXE Development and Design Teams in a fast-moving agile environment  
• Hiring only the best: Attracted, developed, mentored & retained high caliber talent to achieve 'best-in- class' leadership and development. Optimized Hiring Standards, Practices and Process. Set in place new standards and practices of open-ended questions and paired interview teams. Coached other Manag- ers and interviewers towards interviewing and hiring for diversity & success  
• Diversity: Raised the Female to Male ration from 8% to 35%. Raise awareness of Diversity hiring across cultures. Lead conferences on work culture issues, especially in leveling gender concerns  
• Success via Improvement Initiatives/Change Management: Tuned existing and implemented new change initiatives in an effective manner; Set the organization's policy for change management in devel- opment & test environments  
• Increased management review and control of all engineering work including project development, staff assignment and the application of engineering principles throughout the company  
• Pulse of the Department: Keen eye on wellness, retention in a global startup world, created periodic surveys for Department members to voice their opinions on…anything  
• Fostered culture of innovation by leading product and technology brainstorming sessions. Raised morale and Motivation create a culture based upon Meritocracy, innovation, reward, and FUN Technologies: Java, C++, JavaScript, HTML, jQuery. Asp.net. AJAX, API. JSON. Python. Mobile: iOS, Android. Cloud. SaaS. TDD. Integrated Automatic Testing. Jenkins. Continuous Integration. Unit Tests. Threading. REST. SOAP. HTTP. Multiple databases. SQL. Google Maps. UCD. VersionOne, Jira, Confluence  
San Francisco, CA 94123 Page 4 E-mail: [George.S.Lockwood@gmail.com](mailto:George.S.Lockwood@gmail.com) Account Maven (startup)  
Software Manager and Architect  
2007–2009  
Reporting to the VP of Technology, managed daily product development operations of $10M company. Directed 55 staff members, 4 managers, and $9 million budget for the product development division. Joined the creation of the business plan, established product and technology roadmaps, and secured initial funding. Served as key member of executive team; participated in competitive analysis, market definition, product design, engineering processes, strategic partnerships, and fundraising  
• As Principal Client Architect, developed (and lead development) the client of a client server web applica- tion  
• Hired and Managed a Team of 4 Client Developers and lead the implementation of plugin assemblies  
• Led the requirements gathering, planning, development, budgeting, and delivery of multiple products  
• Implemented organizational development processes that improved interactions among external vendors, product development, release engineering, product support, product management, IT, and corporate sales  
• Transitioned a development organization to improve predictability, quality, and operational.  
• Achieved 90% reliability rating for meeting delivery dates; introduced transparent scheduling, open meeting policies, employee mentoring, and Agile methodologies Technologies: C#, Reflection, Plug-in architecture. REST. HTTP Education: Atmospheric Physics (Meteorology), Pennsylvania State University, University Park, PA Publication: Fairall, C.W., and Lockwood, G., Surface Stress and Heat Flux in the Marginal Zone During MIZEX-83, Office of Naval Research, Contract No. N00014-84-0229 Achievements:  
Member, Golden Gateway Tennis & Swim Club  
Member, “Socrates in San Francisco”, CA.  
Board of Directors, Forest Theatre Guild, Carmel-by-the-Sea, CA. Varsity Baseball, Pennsylvania State University  
Varsity Lacrosse, Pennsylvania State University  
Varsity Water Polo, University of Southern California Tech Keywords: Agile, Hiring, Retention, Onboarding, Applications, [ASP.NET](http://asp.net/), Build, C#, c++, Code, Collaborate, Data, Design, Development, Engineering, Environment, Java, Javascript, jquery, Knowledge, Mobile, .NET, Product, Projects, Platform, Software, ecommerce, e-commerce, Solutions, SQL, Team, Technologies, Testing, Tools, Web, mean, mongo, angular, ruby, rails, http, webclient, ui, ux, usability, ucd, multi, thread, process, architect, lead, team, motivation, morale, culture, leadership, career, wellness, android, ios, mobile, cocoa,, xHTML, CSS, AJAX, Web Standards, API, JSON, jQuery, Javascript, XML, RSS, Framework, Open Source, CMS, Social Networking, Amazon, AWS, Docker, Containers, Social Apps, Widgets, Gadgets, Mashups, Firefox, Twitter, SQL, Python, PHP, node.js, Perl,, Business Analysis, C++ Programming, Cloud Computing, Compliance and Security, Customization and Configuration, Data Localization, Data/Server Management, Database Management, Database Design, Disaster Recovery, Java Technology, MS SQL, Network Administration, Network Engineering, blockchain, Open Source Technology, Product Lifecycle Development, Professional Service, Programming / Coding, Quality Assurance / Code Testing, Scalability and Product Extensions, Software Development, Software Installation / Upgrade, Software-as-as-Service, System Integration, Technology Stack, User Interface Design, api, API, crypt, machine learning, github, docker, Amazon. AWS. Scala, soap, rest, html, xml, uml, Hadoop, Objective-C, Clojure, React, swift. Integrated testing. Automation. Test automation. Jenkins. Google Maps. Cloud. SaaS. Unit Test. TDD. Driven. Agile. Kanban, Lean, Atlassian Jira. Tools. Performance. Continuous Integration, PLSQL, React, closure, ssl, iis, tomcat, Oracle, postgres, Swift, Native, mobile, SOA, J2EE, MySQL, GitHub, AngularJS, cloud based, Hands on, REST, Apache, SOAP Spring, node, security, ecommerce, B2B ad, adtech, marketing, ClojureScript, Python, Test Automation, Selenium, Squish, Linux windows, apple, Unix, Perl, machine, learning, machine learning, Hibernate, JSP, JVM, XSLT, ANT, Maven, Jenkins, SVN, Git, Struts, Ruby on Rails, Ruby, Jboss, Subversion, Java/J2EE, J2EE, TFS, HTML5, CSS, Ember, AJAX, Coldfusion, T-SQL, Azure, CSS3, Backbone, MVC, design patterns, patterns, Azure, n-tier, multi-tier, ASP.net, WebAPi, Net Core, AWS, Google Cloud, Containers, xxx.

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