

Senior Software Developer | Team Lead | Project Manager

<http://walgran.com/justin/portfolio>

Expert in design, development, and market introduction of advanced technologies that meet business and customer demands. Combine strong technical skills with outstanding leadership and business performance. Adept at communicating complex value propositions to technical and non-technical audiences at all organizational levels.

► Justin Walgran

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Development Languages: C#, T-SQL, VB.NET, JavaScript, Ruby, C/C++/Objective-C, VB6, Python, PHP

Frameworks and Environments: ASP.NET, WinForms, SQL Server 7-2008, SharePoint, MSMQ, Oracle

Development Tools: Visual Studio, Mercurial, Git, Subversion, NAnt, CruiseControl.NET, NUnit/MbUnit, Rake, Xcode

Experience & Accomplishments

► **Computer Support Services, Inc. (CSSI), Lewisburg, PA** 2000–Present
\$9M IT consulting firm with software, hardware, networking, barcoding/RFID, and business forms & labels divisions.

Technical Project Supervisor (2007–Present)

Technology Specialist (2000–2007)

Lead 4-member team in development and implementation of proprietary and customized software applications. Scope of work includes presales tech support, creation of functional and technical specifications, facilitation of team estimating sessions, project review sessions with customers, and managing continuous integration and source control. Fill in for Technical Services Manager during his frequent offsite work. **Representative Projects:**

TRANSFORMED SUBSTANDARD APPLICATION INTO FLAGSHIP PRODUCT

Situation: CSSI had launched a software application called GPX to integrate Great Plains (now Dynamics GP) and EMC ApplicationXtender to enable paper invoices to be scanned and attached to transactions within the ERP system, eliminating the need to store physical documents and decreasing research time during audits and payment disputes.

Challenge: GPX was impractical. The source code was complex and poorly structured, the scope of the proof-of-concept was overambitious, and tightly coupled components lacked the agility to adapt to specific business environments.

Solution: Following a particularly troublesome implementation, wrote a report entitled, “Why We Should Never Sell GPX Again.” The report outlined a plan to completely rewrite the code and create a powerful, multipurpose solution.

Results:

- Convinced Senior Management Team to fund development of CoreIntegrator, the first-ever speculative software product in CSSI’s 30-year history.
- Earned Chief Designer and Lead Developer roles, leading a team that has quadrupled in 6 years.
- Expanded CSSI market from a 2-hour radius of HQ to coast-to-coast coverage, including Canada.
- Achieved position of influence for CSSI. With increased sales of ApplicationXtender due to CoreIntegrator’s presence, CSSI’s president was invited to sit on ApplicationXtender’s product advisory board.
- Stabilized revenue during economic downturn with the Software Development Group—dominated by CoreIntegrator—being the only CSSI division not expecting dramatic revenue reductions.
- Improved code quality and collaboration across CSSI by introduction source control, continuous integration, and peer code review into the development process.

WON END-USER BUY-IN FOR COST-SAVING APPLICATION

Situation: CSSI’s client, Wood Mode, lacked an efficient delivery confirmation and electronic signature system. Custom-built cabinets were being delivered to job sites, lost by contractors, and reported “never delivered”. The rushed rebuilds were costing thousands of dollars a month and disrupting the production schedule.

Challenge: We built a UPS/FedEx style delivery confirmation and electronic signature system, but success was dependent upon implementation by a team of drivers that were used to the ingrained paper system and resistant to change.

Solution: Personally traveled with a driver, beta testing the system, demonstrating the technical team’s commitment to making the drivers’ jobs easier.

Results:

- Achieved 100% driver compliance.
- Project paid for itself in less than a year.

▶ Computer Support Services, Inc. (CSSI), Representative Projects, continued

DESIGNED COST-SAVING PROPRIETARY TIMECARD/PAYROLL SYSTEM

Situation: CSSI's client, Wood Mode, was using a slow, error-prone paper timecard system to manage payroll for 2,000 employees.

Challenge: This application needed to fulfill the demanding requirements of a payroll department that work be finished accurately and on-time. Payroll was being performed by personnel with varying levels of experience, so the system had to be extremely user-friendly. Also, employees were not universally compliant with prescribed clock-in times and 6-minute clock-in intervals, and this was increasing payroll costs.

Solution: Built full-scale time and attendance system that collected, managed, and reported employee hours that collected punch-ins and punch-outs from network connected terminals into an SQL server database. Data was processed by a desktop application. Automatic adjustments were made to round all punch times to 6-minute intervals, and a rule-based engine enforced departmental rules by adjusting punch-in times to prevent non-allowable overtime.

Results:

- Saved significant hours both in payroll processing and non-allowable overtime.
- Delivered user-friendly product that enabled less experienced payroll processors to work efficiently.

▶ PENNSYLVANIA STATE UNIVERSITY, State College, PA

(concurrent with education) 1998–2000

Residential Computing Support Technician

- Configured multiple systems accessing university LAN.
- Resolved a wide range of hardware and software issues.

▶ BUCKNELL UNIVERSITY, Lewisburg, PA

(concurrent with education) Summer 1998 and Summer 1999

Systems Integration Team Leader (1999)

Systems Integration Team Member (1998)

- Managed up to 4 team members; scheduling, assigning tasks, and establishing standard procedures.
- Repaired, upgraded, and deployed new and used PC and Macintosh systems.
- Documented inventory and scheduled deliveries.

Education

BS, Computer Science, Pennsylvania State University, State College, PA, 2000