

Roy Crisman, PMP, CSM

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SUMMARY:

Engineering Manager with over 15 years of experience in software development. Managed engineering team of 17 through company acquisition while integrating with new flagship product and onboarding 16 new team members. Widely praised by peers and managers for ability to manage multiple projects with “an easy-going style which belies his attention to detail”.

PROFESSIONAL EXPERIENCE:

Director of Engineering & Support - Vigilent, Oakland, CA **2014 - Present**

I lead the engineering team for our software/firmware/hardware development, testing and release process. I also closely manage the technical support team responsible for supporting internal & partner sales & deployment teams as well as end users.

- Designed, tested, and documented workflow for critical complex process for partner securing \$4 million payment.
- Promoted to Quality Engineering Manager 5 months after hire; promoted to Engineering Manager & Head of Support 18 months after hire.
- Used influence and light touch to shift product development and engineering to informal Agile process after spectacular failure of top-down driven attempt.
- Initiated test automation effort to help focus skilled testing on new features.
- Commended by CEOs and board for nearly zero team turnover and retaining talent (>6 year minimum tenure).

QE Manager, Automation & Performance - Adobe, San Francisco, CA **2009 - 2013**

Built and lead Automation & Performance QE team of 10 to build test frameworks for Flash Player on Mobile and Desktop. Hands-on management of performance test development and automation.

- Built Jenkins/Java/Python based Android test automation framework for 30,000+ tests which became the basis of overhaul for entire Flash Player/AIR test automation framework.
- Architected and built new Performance test framework on-time while advancing evolution of the greater Flash team test infrastructure.
- Coordinated transfer of responsibilities of team of 15 and infrastructure of 100+ machines to offshore teams during gradual reorg.
- Guided external agencies in development of 3rd party test media and white papers.

Engineering Manager - Startup & Sonic Solutions / Roxio, San Francisco, CA **2004 - 2009**

Owned the engineering process and acted as sole Program/Project Manager for Roxio's consumer Java + LAMP SOA SaaS www.PhotoShow.com. Worked closely with executives, Product Management, IT, QA, Operations, and outside teams to develop all PhotoShow website, widget, desktop, and video services. Lead 3 teams as Scrum Master concurrently.

- Managed integration into the flagship product on a tight deadline following acquisition.
- Integrated and supported 16 new developers in China and Santa Clara to our products.
- Adapted team's generic Agile process into formal Scrum as a template for the rest of Sonic.
- Built production Ant/Cruise Control continuous integration (CI) system for PhotoShow.com.
- Replaced departing Director of Engineering while maintaining most responsibilities.
- Directed QA team in automation of browser tests with Selenium framework.

Senior Developer - Eastman Kodak / Mindex, Rochester, NY **2001 - 2003**

Performed as expert for reusable photo-kiosk for entertainment venues. Involved in visual design, usability testing, software architecture, development, and testing, and deployment of kiosks.

- Deployed 61 kiosks for 12 venues, 2,000 users/day, 2 million sessions by the end of 2003.
- Improvised automated uptime testing to solve crashing that eluded QA automation expert.
- Innovated remote monitoring system during testing which became essential for support.

More work history and recommendations at: <http://www.linkedin.com/in/roycrisman>