

Steve Walsh PhD

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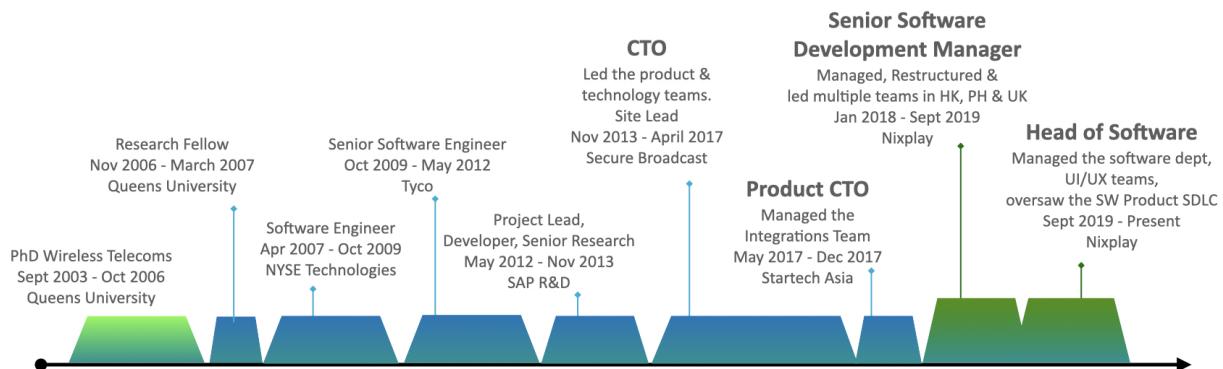
PROFILE

Passionate about software product, customer experience and harnessing the best technologies for the job. I am a results-focussed technology leader with almost a decade of managing teams of software developers, designers and driving the full SDLC. I believe in a pragmatic approach to delivering software efficiently with a focus on both driving business value and improving the customer overall experience.

Summary

- Technical Product Owner with experience at driving forward product roadmaps, including all functional, non-functional, business related and technical features.
- Actively involved in technical architecture planning in line with both business roadmap and technical infrastructure roadmap (with a leaning towards continuous improvement and reducing technical debt).
- Very comfortable in working with / managing remote teams across multiple continents and timezones.
- Ability to identify, source and recruit top quality talent, hire, on-board, integrate and mentor them as part of a team. I conduct weekly or fortnightly 1-to-1 meetings with all direct reports.
- Ability to encourage best performance from staff, fostering a spirit of ownership and big picture mentality.
- Passionate about learning new technologies, languages, methodologies and systems. My experience illustrates this (Serverless, CRM, iOS & OSX programming, Cloud, REST API, Devops infrastructure, dashboarding, Kernel level C, .NET, Line level processing, Video technologies, SOA, High performance C++, Fintech, etc).
- Strongly opinionated about Agile best practices but always willing to improve and learn from team knowledge.

PROFESSIONAL HISTORY



Nixplay, Hong Kong	Jan 2018 - present
Head of Product, Head of Software Development	Oct 2020 - present
Head of Software Development (Director of software)	Sept 2019 - present
Senior Software Development Manager	Jan 2018 - Sept 2019

Firm: Market Leader in Smart Digital Photo Frame technology. Nixplay has built a reputation in the US and European markets as a premium brand family photo sharing platform centred around best of breed digital photo frames and photo services. Recently, the company has been moving towards a SaaS revenue base upselling to its large customer base. Nixplay also runs a digital signage platform for B2B with media CMS and installable apps.

Responsibilities:

- Lead all software and product development across WebApp, IoT Android based digital photo frames, signage displays, mobile App (with over 2 million downloads) and large scale backend AWS infrastructure
- Recruited and built up technical capabilities and leadership within those teams
- Fostered a strong culture of good communication, strong agile process and ownership for high productivity, motivation and successful product maintenance
- Consulted with senior management and other company wide teams to determine software solution requirements to meet business objectives
- Ensured that projects become development ready, were able to be delivered on time and to budget
- Work closely with product team and business development teams to understand functional and non-functional requirements and align with the business strategy
- Work closely with other software teams to align with the technology strategy
- Worked closely with QA for product releases and support their success, organising Go/No Go sessions for releases and signing off production builds
- Managed Design (UI/UX) team
- Evaluated software solutions, monitored system performance and customer experience
- Managed the development, deployment, and integration of software solutions
- Drove the process for technical architecture planning using C4 diagram modelling and API documentation
- Performed routine maintenance and monitoring of performance metrics
- Drove our agile processes managing DSUs across multiple cross disciplinary teams - product, design, development (full stack)
- Produced quality metrics on the SDLC process
- Proactively identified and cleared roadblocks for the team

Technologies: Large scale AWS services infrastructure, React Native, Angular, Android, Node.js, Android, iOS, Ansible, Git

Startech Asia, Compare Global Group, Hong Kong

May 2017 - Dec 2017

Technology Manager / Product CTO

Firm: Compare Global Group operates a price comparison technology platform allowing its users in 15 markets across the world to compare and get the best deals on financial, telco and utility products.

Role: Technology Manager and Product Owner for Customer Retention platform

Responsibilities:

- Manage a team of developers, QA engineers and business analysts
- Led the initiative to push towards single source of truth, transactional data store and integration of CRM / Data warehouse solution
- Delivered platform for Call Centre agents to continue online journey on behalf of the customer
- Delivered Portal for Providers to access sales leads
- Delivered automatic reporting tools for the business

Technologies: AWS Lambda, S3, SNS, SQS, Cognito, IAM, Sugar / Suite CRM, TMG, LeadDesk, Angular IO, Groovy, Grails, Java

Secure Broadcast Ltd, Belfast, UK

November 2013 - April 2017

Chief Technology Officer

Firm: Provider of enterprise-grade global TV platforms for the creation, management and distribution of video. Targeting Fortune 500 companies, Secure Broadcast have developed the world's fastest video production platform with built in compliance, management control and multi-channel distribution.

Roles: Managing Director for the Belfast office, Lead Engineer & Architect and Product Owner for a team of 14 staff.

Responsibilities:

- Wrote the majority of our codebase for the first 2 years (Objective C, Django, Python, Cloud).
- The design and delivery of a highly successful private cloud scalable video platform with REST API and cross platform client applications for iOS, OSX, Windows, Android and Web.
- The recruitment and management of a top tier development, design and QA team.
- The instantiation of software practices such as Agile, Kanban, Continuous Improvement, Continuous Integration, Software delivery and DevOps infrastructure
- Architected our Devops environment with processes around full software life cycle (Development, CI, QA, Beta & Release stages, versioning, Apple certificates, Update processes, etc.).
- Wrote our Devops dashboard for monitoring the state of all customer instances and SLC state.
- Initiated and drove forward our ISO 27001 company compliance certification
- Negotiated and delivered contracts with our Fortune 500 companies.

Technologies: iOS (Objective C, Swift), Python, Django, Heroku, .NET, Android, Secure Cloud Infrastructure, AWS, IAM, Linux Shell, DevOps, Postgresql

SAP (UK) Limited, Belfast, UK

May 2012 - November 2013

Project Lead, Developer & Senior Researcher

Firm: Global market leader in enterprise software and software services, SAP specializes in providing Enterprise Resource Planning (ERP) to its massive customer base (both Fortune 500 and SME). It also provides software and services for CRM, PLM, SCM & SRM.

Roles: As a lead developer and project lead on the HEC (Hana Enterprise Cloud) Belfast development team, I have been responsible for the challenges of migrating a small (two person localized in Vancouver) team to a larger cross continent development team with over a dozen contributors in three time zones. I have achieved the following:

- Co-ordinating a manageable standardized source control policy
- Generating and project managing JIRA tasks for the belfast team
- Implementing & coordinating a code branching & review policy
- Driving technical strategy for the overall HEC cloudfame components
- Driving the design and implementation of a packaging/upgradability/versioning and build policy
- Liaising with all stakeholders - i.e. product owner, datacenter customers and development team. I've fostered a good working relationship with all stakeholders in order to prioritize the development roadmap according to customer needs.

As a researcher, I worked on the Hecatonchire Shared Memory project. The objective of this project was to develop a Linux kernel module that would allow memory on remote servers to be treated as a shared resource with minimal overhead (sub 5%). I was responsible for coding at all the various layers (including the linux kernel level, user space API and Qemu-KVM integration). I was also heavily involved in bringing the project to the public domain by driving the open source initiative. I am a listed author on several papers and a patent that have stemmed from this project over the year that I was involved.

Technologies: C, Linux, Kernel, QEMU KVM, Docker, Python, Django, Celery, DevOps

American Dynamics, Belfast, UK

October 2009 - May 2012

Senior Software Engineer

Firm: American Dynamics (which is a division of Tyco Security Products) specializes in video surveillance platforms for large scale site security. Recognised as world class, the platform is the security solution choice for most Fortune 500 companies.

Role: As a Senior Software Engineer on the server side team, I was heavily involved in the full product lifecycle (Product Specification sign-off, Functional Specification, Technical Design Documents, Planning, Implementation and QA support) of a Linux based Network Video Recording system. I was personally responsible for the design and development of many critical components/features of the system - for example: the video export API, the gstreamer MPEG generation required for video export, quality assurance tools for production & engineering support and the admin web/windows interface. While working on the interface project, I was fully responsible for the design, development and lifecycle of the product's customer admin interface which required the following features - installation wizard, internationalization for 80 languages, REST API, over 40 feature screens to support configuration of the product. I managed this project's workflow where at one stage, there were 8 developers working on the team.

Technologies: C, C++, Linux, Glib, GStreamer, Video Codecs/Containers, Python, Django, Web App, REST

NYSE Technologies (Prev. Wombat Financial Software), Belfast, UK April 2007 - October 2009

Software Engineer/Pre-Sales Engineer

Firm: A world leader in providing end-to-end electronic trading solutions, this technology division of NYSE Euronext specializes in enterprise solutions for real-time low-latency data distribution, exchange solutions and electronic trading platforms.

Roles: I worked in several roles in parallel during my time at NYSE - software developer, pre-sales engineer and onsite consultant. In my time there, I achieved the following:

- Development of sub-millisecond latency feed handlers for European exchanges incorporating message handling, parsing, normalization and publishing onto multiple middleware platforms to be consumed by downstream trading applications.
- Development of real-time Profit, Loss & Risk engine onsite for GLG Partners Hedge Fund, London. This project involved developing a large scale multi-threaded C# .NET solution encompassing MS-SQL Server, MSMQ, TIBCO, Coral8 (a CEP streaming engine), WCF services and a WPF based user interface. The project lasted over one year during which my team of two represented NYSE Technologies as on site development contractors to deliver this application according to customer specifications.
- Working as part of an emerging business unit called Trading Technology, I was heavily involved in Pre-sales onsite and offsite consultancy with multiple top tier investment bank clients (New York, Chicago, Zurich, London, etc) for presales, POC, and client evaluation work leading ultimately to sale of software.
- Development of market data monitoring tools using the proprietary Wombat MAMA API (C++/C/Java) and CEP (Complex Event Processing) technology.

Technologies: C++, C# .NET, Linux, Windows, Perl, Coral8 CEP, SQL

System-on-Chip (SoC) Group, ECIT Institute, Queen's University Belfast, UK Nov 2006 - March 2007

Research Fellow

Organisation: The International Centre for System-on-Chip and Advanced Micro-wireless Integration (SoCaM) is a research arm within Queen's University focused on the progression of ground breaking methodologies for advanced integrated circuit-based electronics systems.

Role: the provision of a behavioural model in Opnet for verification and performance testing of a novel packet scheduling architecture based on the Weighted Fair Queuing paradigm and optimised for FPGA development.

EDUCATION

09/2003 – 10/2006	<i>Ph.D. in Wireless Telecommunications at Queen's University, Belfast, UK</i>
09/1999 – 07/2003	<i>B.Eng., Computer Engineering (1.1) at Uni. of Limerick, Ireland - 3.73 / 4.00 (93% avg)</i>
06/1998	<i>Leaving Certificate Examination, Ireland - 580 / 600 (97% avg)</i>

PROFESSIONAL SKILLS

Management: Strategy, Product Management, Agile, Scrum, Kanban, Lean, Waterfall, Team Management, Project Management, Program Management

Programming Languages: Python, C, C++, Objective C, iOS, SQL, Shell, HTML, XML, CGI, CSS, JavaScript, PHP, .NET C#, Java, Perl

Apps/Frameworks: AWS Services, React Native, iOS, React, Redux, Express, MySQL, DynamoDB, Redis, Memcache, Django, REST API, Apache, Windows, Linux, FreeBSD, Solaris, UNIX, Opnet, LLDP, IPMI, Wombat, CEP, Distributed Systems, Cloud computing

ADDITIONAL AWARDS & ACHIEVEMENTS

- AWS Certified Solutions Architect - Associate
- Nixplay: Patent pending for Digital Photo Frame Smart Face Placement
- Secure Broadcast: Patent created for Video Markup Language
- SAP: Patent published for cloud enabled, distributed high-availability system:
<http://www.freshpatents.com/-dt20150101ptan20150007172.php>
- Best paper award at Irish Signals and Systems Conference 2004 held at Queens University, Belfast
- Short-listed based on academic performance for the Intel Scholarship Program 2001.
- Winner of 2000 Lucent Global Science Scholarship Award: This award constituted representing Ireland at a Lucent Global Summit held in Murray Hill, New Jersey where 50 top students selected from 21 different countries were brought together to prepare the way for technology of the future.

PERSONAL ATTRIBUTES & INTERESTS

- Fast, technical mind, tempered with interpersonal awareness & commercial acumen
- Obsessed about user experience and intuitive design
- Quickly understands strategic visions for systems, and can articulate the benefits to a wide audience (clients, colleagues, business stakeholders)
- Capable of working under extreme pressure, timelines and resource constraints
- Capable of filling in for missing roles of the SDLC
- Enjoys challenges and learning new skills, through logical problem solving
- Interests include technology, motorcycles, travelling, football, squash, music & cooking.