



# Daniel Watrous

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## SKILLS AT A GLANCE

### Programming Expertise

Java, Python, PHP,  
SQL, NoSQL,  
C#, VBA,  
HTML, CSS, Javascript,  
XML, JSON,  
Regular Expressions,  
Design Patterns,  
Object Oriented Design,  
Object Relational Mapping,  
The UML  
Certified ScrumMaster

### Business Development

Off Shore Outsourcing  
Worker Development  
IT Systems Strategy  
Business System Design  
Information System Integration  
Hiring Process Development  
Direct Response Marketing  
Cross Promotion  
Online Marketing Strategy

### Management Experience by Country

United States  
The Philippines  
Pakistan  
India  
Mexico  
Bangladesh

### Personal Websites

<http://www.danielwatrous.com>  
<http://software.danielwatrous.com>  
<http://mba.danielwatrous.com>

### Select Product Websites

<http://simplecreditcardpayments.com>  
<http://www.easysoftwarelicensing.com>

## EXPERIENCE

### Hewlett Packard

👤 *Software Engineering Lead*

📅 February 2013 to present

I'm responsible for support.hp.com (HP's highest trafficked site).

💡 Designed the screening and interview process to improve the quality of new hires while decreasing time investment.

💡 Hired and trained a new team of Software Engineers in Guadalajara Mexico to replace capacity previously sourced in India.

💡 Introduced Agile methodologies for my team and key business stakeholders for most legacy systems development.

💡 Transitioned my team away from proprietary source and document control to Subversion and Wiki.

💡 Provide software developer training and code reviews for junior developers and senior level peers

### DanielWatrous.com

👤 *Owner, Technology Director*

📅 October 2009 to present

💡 A pure click software company with workers in the United States, Pakistan, the Philippines, Bangladesh and India.

💡 Software is provided in various formats including download, SaaS and plugin.

💡 Developed systems which automate the hiring, training and managing processes to increase productivity and quality.

💡 Created fully automated online sales processes, including account creation, communication and cross promotion of products.

### Aptina Imaging

👤 *Senior Software Engineer (promotion)*

📅 October 2008 ~ November 2011

💡 Mircon imaging became Aptina Imaging Architect and implement a mission critical big data system to process 25TB of manufacturing data per day. The system made use of 2000 CPUs with a tiered and distributed database for high concurrency and throughput.

### Micron Technologies Incorporated

👤 *Probe Electrical Engineer II (promotion)*

📅 December 2007 – October 2008

👤 *Probe Electrical Engineer I*

📅 January 2007 – December 2007

💡 Developed software to test CMOS image sensors. Provided statistical analysis across millions of parts to identify points of failure in order to correct them.

💡 Created GUI software to analyzing data files containing hundreds of thousands of lines of data, and produce graphs, charts and Excel integration

💡 Trained all department engineers modern software development processes and redesigned the software release procedure.

💡 Designed new software based reporting that changed how internal Micron groups communicated, which drastically reduced interoffice communication related to information gathering tasks.

### Maintain Fit Development Group

👤 *Owner*

📅 January 2002 – May 2005

💡 Client services software company which designed and developed e-commerce, accounting, and warehouse automation systems.

💡 Developed a software automation platform capable of releasing new web based business applications in a matter of hours.

### Advertising Agencies:

#### DSW Partners

##### Studeo Inc.

👤 *Technical Programmer (promotion)*

👤 *Senior Web Developer*

📅 April 2000 – December 2001

💡 Designed software to power the most elegant websites on the internet and streamline the distribution of marketing collateral between internal business groups. Clients: Intel, Zions Bank, Novell, NordicTrack, And many others...

## EDUCATION

### 📄 **MBA, Northwest Nazarene University ~2014**

The MBA program through NNU has a strong focus on ethical business practices and effective application of modern business processes. You can read about my experience here

<http://mba.danielwatrous.com/>

### 📄 **BSEE, University of Utah ~2007**

*Electrical and Computer Engineering*

Emphasis in optoelectronics and semiconductor device physics, such as LEDs and solar cells.

#### **Research (Masters in EE):**

Fabrication, characterization and profiling of a SpinFET based on theoretical work by Dan Mattis. Expected outcomes include quasi-superconductivity through the manipulation of artificial magnetic states induced in non-magnetic silicon.