

Neil Bourgeois B.Sc

259 Heath Road NW

Edmonton AB, Canada

+1 (780) 907-8818

neil.bourgeois@gmail.com

Career Objective

The pursuit of mastery in leadership of Software Engineering teams. Utilize my technical expertise in Software Engineering while personally growing in quiet leadership, developing people, and product management.

Education

Bachelor of Science in Computer Engineering Co-Op
University of Alberta 2002

Work Experience

Pentair Technical Solutions

Engineering Software Manager (Nov 2010 – Present)

- Managing managers and supervisors of software teams; Coaching managers and supervisors recently promoted from technical positions; Delegating and trusting while holding those leaders accountable.
- Developing people through regular one-on-one conversations; Focus on understanding the individual through listening and guiding them to make their own insights; Matching passions and career paths with opportunities.
- Establishing and maintaining a “We Are Great” team culture through formal and informal discussions about shared values and purpose.
- Managing remote groups of developers in Houston and San Francisco.
- Achieving 100% staff retention rate for the past 5 years across all sites.
- Establishing a software development Kanban process. Communicating that process to business leaders, project stakeholders and leading development teams through the adoption.
- Preparing software project proposals including scope and estimates; Building consensus among business leaders, stakeholders and users from many different business functions.
- Assuming ownership of software roadmaps; Working with functional leaders to define vision of applications and review on a regular basis.

Pentair Technical Solutions

Business Solutions Lead Developer (May 2006 – Nov 2010)

- Set the team’s philosophy, coding guidelines, and quality expectations based on an XP flavor of Agile.
- Coached the team in Agile methods including TDD, Continuous Integration, fundamental OO design patterns and SOLID principles.
- Set the architectural groundwork for distributed SOA ecosystem of CQRS services complete with event sourcing in key/value database store and a robust composite client.
- Continuously improving upon the development process using data generated by the process and team feedback.
- Designing business solutions through conversations with a diverse set of

Currently serving as
Engineering Software
Manager at Pentair
Technical Solutions

Over 15 years of
experience in enterprise
software application
development.

6 years leading teams of
software development
teams in Lean and Agile
methodologies.

Industry experience
includes 3D electrical
engineering tools,
telecommunications and
energy billing systems,
gas management
systems, real estate sales
database and reporting,
manufacturing
workflows and
ecommerce.

Passionate about
developing individuals
and upgrading team
culture through shared
values and purpose.

Software Engineering Competencies:

OO Design Patterns,
SOLID Principles, TDD,
DDD, SOA, Messaging,
Continuous Integration,
Internal DSLs, Cloud
Computing

Leading Teams Using:

Listening
Mastery, Autonomy and
Purpose
“We Are Great” Culture
Agile Principles and
Practices
Little’s Law and Kanban

users and subject matter experts from around the world; Helping with measurement and data collection for the purposes of prioritization.

- Coding solutions using C#, .NET, SQLServer.

ThoughtWorks Canada Corporation

Software Consultant (Feb 2005 – May 2006)

- Attended ThoughtWorks Global Boot Camp (now called ThoughtWorks University) in Bangalore, India to learn Agile Software Engineering principles, patterns and practices from industry leaders.
- Mentored junior and intermediate client developers in Agile practices and .NET specific skills.
- Rotated through various client applications using XP and Agile practices including: pair programming, Test Driven Development, continuous integration and effective use of design patterns.
- Developing enterprise applications in Java and .NET using Service Oriented Architectures for high profile clients such as: Microsoft, ATCO and Caterpillar.

Intec (formerly ADC Software Systems Division)

Software Consultant (Jun 2002 – Jan 2005)

- Worked on large teams developing several implementations of a transactional billing system for large telecommunications providers such as AT&T and XO Communications.
- Addressed the more technical problems including integration with OSS, tools to facilitate development amongst a large team.
- Provided onsite support and performance tuning for deployments across North America.
- Became proficient in Java, Perl, CVS, Unix, Oracle 9i and BEA Tuxedo and was acting as mentor to several colleagues in their learning of those technologies.
- Designed and implemented tools to translate a billing system into Spanish.

Other Skills and Interests

- Technical reviewer for Packt Publishing (Learning NServiceBus Sagas).
- Drive for self-development: reads a new non-fiction book per month.
- Enjoys cross-country and downhill skiing, mountain biking, backcountry hiking and adventure travel.
- Has lived in Australia, Germany and India for extended periods.
- Interested in learning and practicing languages (knows some German and Spanish).
- Still love to code in my spare time.

References

Available upon request.

Architectures:

SOA/Microservice;
CQRS;
Classic N-Tier

Cloud Experience:

AWS: EC2, S3, SQS;
Digital Ocean;
Heroku;
some Azure

Languages and

Frameworks: Ruby (Sinatra), Node.js, C#, NHibernate, Castle Project, ASP.NET MVC, WebAPI, MSMQ, RabbitMQ, MassTransit, NServiceBus, Python

Databases:

SQL Server, SQLite
PostgreSQL, MongoDB,
DynamoDB, MySQL

Tools:

Visual Studio, xUnit, NUnit, Resharper, DotTrace, NDepends, Git, Mercurial, Vim

Favorite Books:

Seven Habits of Highly Effective People (Covey);
Quiet Leadership and Your Brain at Work (Rock);
Tribal Leadership (Logan)
Drive (Pink);
Agile Principles, Patterns, and Practices (Martin);
Domain Driven Design (Evan);
Release It! (Nygard)

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