

# David Thielen

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## SUMMARY

Over 18 years management experience, up to the CEO level, managing individual teams, departments, and entire companies. Built up superb software teams from scratch. Dramatically improved the productivity of existing software teams. Author of “The 12 Simple Secrets of Microsoft Management” (published by McGraw Hill).

Also have over 5 years experience developing in Java, J2EE, and many standard Java libraries. Architected, designed and coded several complete J2EE-based enterprise systems. Have numerous years of experience with network protocols from the packet to the socket level. Have also written operating systems, enterprise server systems, applications, and games in C++.

Invited speaker at numerous national conferences speaking on topics ranging from managing the development process to low-level programming. Author of four books and over 30 articles.

## MANAGEMENT SKILLS

- Senior management at six companies, most recently Vice President of Technology at QuickStreet, providing experience in virtually every facet of running a software company.
- At QuickStreet, as Vice President managing 3 teams, delivered an 85,000 lines of code enterprise J2EE-based system on time, under budget, and with no severe bugs.
- Built several development teams from scratch. In all cases was able to find and recruit world-class developers building extremely strong teams of very talented people.
- Increased the productivity of numerous existing developing teams. Brought schedules under control and delivered commercial quality code. Continuously study and implement the existing research on improving programmer and team productivity and quality.
- At numerous companies have had multiple programming teams reporting to me and I in turn worked with and reported to people at the senior executive level. In all cases I created efficient and focused project teams.
- Clear understanding of marketing and sales, having done everything from designing marketing campaigns and sales literature, determining product features, working booth duty, telemarketing, and closing sales. As a Product Manager for a 6 months period, designed and successfully implemented the first ever, multi-national marketing effort for Microsoft.
- Working in the Far East I faced three development groups, working in 3 different countries, who initially viewed each other almost as hostile competitors. I redirected them over a period of two months into working on the project as a single team.
- My technical knowledge allows me to evaluate the basis of any problem facing developers. This gives me the ability to make decisions based on the technical merits of the issue rather than solely on the summations made by the developers involved. My background also gives me the ability to make an educated evaluation of the time required to complete projects.
- My two major strengths as a manager are: I understand what the people working for me are doing and when it can realistically be completed and I am able to get both individuals and teams to push themselves to accomplish much more than they themselves ever thought possible.

## TECHNICAL SKILLS

Patents: 6,092,144 6,033,108 5,596,726  
Languages: C#, .NET, Java, J2EE, EJB, JDBC, JSP, HTML, Servlets, JavaScript, XML, XSL, XPath, C, C++, x86 Assembler, MFC, STL.  
Certifications: CISSP, SCP (Java), SCWCD (J2EE), MCP.  
Tools: Junit, log4j, dom4j, ant, VSS, CVS, BoundsChecker, Soft-Ice, V-Tune.  
Systems: J2EE, WebLogic, WebSphere, JRun, Tomcat, IIS, sockets, TCP/IP, NETBIOS, rtf, pdf, Windows SDK, Windows DDK, UNIX.  
Databases: SQL Server, Oracle, DB2.  
Products Shipped: Automate!Test, Windward Reports, DefendTek, QuickStreet Server, Business Object Builder (Bob), Page 2 Stage, Enemy Nations, Wing Commander Armada for Windows, Monty Python's Complete Waste of Time, Win-Link, Windows 95, Far East Windows 3.1 (Japan, Taiwan, Korea), WinView, Co-Counsel, The Cat, and numerous smaller programs.

## EMPLOYMENT

Newmerix Superior, CO 2003 - present

Senior Developer

- Specified, architected, designed and presently coding a program to provide for automated migration and merge of patches and customizations of ERP systems. Initial product is targeted at PeopleSoft systems and written in C#.
- Major contributor to the companies test product which provides automated tests for ERP systems. The initial product shipped is targeted at PeopleSoft systems and written in C#.

Windward Studios Boulder, CO 2001 - 2003

Senior Developer

- Windward Reports ([www.WindwardReports.com](http://www.WindwardReports.com)) is a system that allows you to quickly layout reports using Microsoft Word and then create reports in rtf, html, or pdf format using an xml file for the data and the word document you created as the report template.
- In Windward Reports you lay out your report in Microsoft Word (or any word processor that can save a document in rtf format). This allows you to use all of Word's powerful layout and formatting properties to set exactly how you want the report to look.
- Reports are written as html (3.2), html (with .css), pdf, rtf, or txt. Written in Java and uses XPath for all xml references.
- Includes a .NET client written in C# that provides access to the report server over the network.

QuickStreet, Inc. Westminster, CO 2000 - 2001

Vice President of Technology

- Build up a development team from scratch including development, test, program management, database, system admin, and more. Design and create a system to take orders from web sites, price them, and deliver them to couriers for same day delivery. Includes controlling the drivers via wireless communication and providing the drivers with optimal routes. Implemented on J2EE in four months from start to successful launch of version 1.0.
- Designed and delivered a solid product on time and under budget. The architecture and design of the product is modular and clean. The development was subject to daily builds to keep close control on status and bugs. The program was rigorously tested against thorough and complete test cases.

- The development team consistently had very high morale, was extremely productive, and worked very well together.

Global Commerce Systems Boulder, CO 1999 – 2000

Senior Developer

- Created a massive enterprise server based system that provides significant new functionality for business-to-business e-commerce.
- Among others General Electric was using this for all of their internal purchases as well as purchasing from suppliers.
- Implemented this in Java using multiple data sources on the back end, Enterprise Java Beans (EJBs) for the middle tiers, and Java Server Pages (JSPs) on the front-end. We are also using virtually every other enterprise-level Java API including JDBC, JTS, JNDI, etc.
- My work included writing the tools that all other developers use to create their EJBs and writing the persistence layer that maps all EJBs to multiple data tables.

Cyrix Corp. Longmont, CO 1998 – 1999

Manager of Software Development

- Manage all software development at Cyrix's Longmont location. Group responsibilities include device drivers, BIOS, legacy emulation, new silicon bring-up, and various tools.
- Implemented effective policies and procedures, dramatically improving productivity. These run the gamut from improving methodology to removing numerous interruptions. Implemented methods to significantly reduce the bugs in the programs written. Dramatically reduced customer issues by having virtually all remaining bugs fixed in one week. Provided accurate status and schedules to the rest of the company. Kept morale up during a very difficult transition as National Semiconductor acquired Cyrix.

SiTera Longmont, CO 1997 – 1998

Director of Software Development

- Established the Software Development team from scratch.
- In under 6 months the software team created and delivered a complete test environment for both simulating and emulating new chip designs, ported software to the reference platform we created, and delivered all products.
- Kept morale high under very tight delivery conditions; delivered all software on time and rock solid. Kept individuals focused on their work and balanced job assignments under rapidly changing conditions.

Windward Studios Boulder, CO 1994 – 1997

President/CEO

Senior Developer – Page 2 Stage

- Architected, designed, and wrote a word processor for screenwriters – Page 2 Stage ([www.Page2Stage.com](http://www.Page2Stage.com)). Written in C++ with MFC.
- This is a full-featured word processor that looks like and operates similar to Microsoft Word. It adds in features necessary to screenwriting that Word cannot handle.
- Page reformatting is handled in the app in a background thread that is constantly reformatting the document as the user edits it.

Everything – Enemy Nations

- Designer, producer, technical lead, and developer for Enemy Nations – [www.EnemyNations.com](http://www.EnemyNations.com). Enemy Nations is generations ahead of its' competition delivering 24-bit art at resolutions higher than 1280x1024, network support for all major protocols, and a depth of game play far greater than anything else in it's genre. Written in C++ with MFC.

- This included writing: a pre-emptive multi-threader for Win32s; a combat engine that could handle the latency of the Internet with no degradation seen by the user; a user interface that is intuitive to a Windows user but that looks like a game, not like Windows; creating a single threaded means of interrupting the message pump to keep game response and rendering fast without the overhead of critical sections, and much more.
- Ported Origin's Wing Commander Armada from DOS to Windows. Increased the resolution from 320x200 to the screen resolution, limited only by the CPU speed.

7<sup>th</sup> Level Richardson, TX 1994

Senior Developer

- Wrote the program that creates a common palette for the 32-bit images used in a scene and then dithers the 32-bit images down to 8-bit using the common palette. The program is also a file viewer allowing users to easily view multiple images simultaneously. Written in C++.
- Wrote most scripting for several of the main scenes in Monty Python's Complete Waste of Time. This includes not only determining how to use the content provided for the product but also defining (and in some case creating) new content to be added.

Microsoft Corp. Redmond, WA 1990 – 1994

Development Lead

- Completely rewrote the BIOS and initialization code of the DOS kernel. Also did substantial work in the DOS section of the kernel.
- On the Win95 project, wrote a file system, worked on the disk cache, wrote the volume tracking code and floppy disk device driver, worked on the new block device driver spec and design, and designed and wrote the COMM device driver system.
- On temporary loan to the Far East division working in Tokyo, Taipei, and Seoul, helping to direct the development efforts of the Far East versions of Windows 3.1. Contributions include modifying the design of the Far East specific sections and incorporating significant improvements; and designing and implementing DOS Box DBCS support using U.S. drivers that do not recognize DBCS characters.

Harris & Paulson, Inc. Englewood, CO 1989 – 1990

Director of Software Development

- Responsible for all software development within the company. Turned the company from a mini-computer based software company to a Windows/DOS micro-computer company.
- Directed three software projects (LAN and process to process group, document management group, and computer billing group). Turned slow, inefficient design and development groups into highly motivated programmers who quickly designed and developed successful products.
- Changed the direction of the programs to all go through a common window interface. Designed and developed the common interface and wrote the code so that one set of source code could be compiled for MS-Windows, Presentation Manager, and Macintosh, as well as running in character mode DOS.

TranSoft, Inc. Lakewood, CO 1985 – 1989

Software Developer

- Sole developer of Co-Counsel, a litigation support program for the IBM-PC. At the ABA Litigation Support Shoot-out, Co-Counsel was used as the standard of measurement. Written in C to run on DOS.
- Co-Counsel is a very large text database that handled proximity searches by word, line, sentence, or paragraph. The documents are pre-indexed so that the searches were very fast. The system also allowed hyper-links and annotations.

- Also wrote a report language (interpreter) to generate all of the reports for the system.

DTS, Inc. Denver, CO 1983 – 1985

Software Developer

- Sole developer of the initial version of the company's product; a computer-aided transcription system for court reporters. Written in C to run on DOS.
- This program included a full-featured word processor with special additional capabilities. It also included substantial telecommunication abilities, as well as both batch and real time translation to English. The dictionaries used in the translation were a finely tuned data structure to give us the speed necessary for real time translation.

## EDUCATION

University of Colorado Boulder, CO

- Bachelor of Arts in both Physics and Mathematics