

Jason Sandham

Software Engineering Manager | Lead Software Engineer

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Portland, Oregon

Software Design Leader with over 10 years of development experience, including over six years in a leadership role.

- Skilled in building technical teams aligned to common goals.
- Experience with large-scale enterprise solutions.
- Able to build cutting-edge services and complex business applications.
- Adept at software architecture and design.
- Consistent record of on-time delivery.

PROFESSIONAL EXPERIENCE

NIKE, INC. • Beaverton Oregon • 8/2014—Present

Work in the analytics group, which collects retail and digital analytics to assist with sales, forecasting, and product planning.

Principal Technical Architect (promotion, 7/2018—Present)

Technical Architect (promotion, 4/2017—7/2018)

Lead software planning and design to support enterprise-wide data collection and reporting. Provide technical expertise for near real-time streaming, data product design, and big data integrations that provide a global view of Nike consumers. Lead and mentor a team of 89 engineers. Consult with senior leadership to align with business objectives. Develop domain business capability models and API specifications.

- **Consolidated Personalization of Customer Communications:** Collaborated with cross-functional teams, defined domains, and consolidated multiple customer personalization systems into a single, cost-effective system.
- **Ensured Compliance:** Worked with legal and product teams to create guidelines to establish compliance with DPA and GDPR regulations on a tight deadline, avoiding a \$1.4 billion fine.
- **Developed Machine Learning Pipeline:** Accelerated development of machine training model from six months to two weeks.
- **Trained Team in Best Practices:** Evangelized software best practices and standards. Trained managers, engineers, and new architects corporate-wide.
- **Promoted to Principal Reference Architect** to create platform and reference architecture for machine learning, data, and analytics.

Lead Engineer (4/2015—4/2017)

Led development of the next generation of real-time streaming systems and micro-services. Co-led a team of eight software engineers who developed real-time analytics tools to support marketing and planning. Developed custom micro-services (based on Kafka, AWS Kinesis, and Apache Spark) to support data pipeline.

- Led team that built Nike's *first* real-time data capture and analytics tool.
- Designed and launched Nike's *first* bot detection system to prevent malicious web traffic, reducing traffic loads by 90%.

COMPETENCIES

Applications Development
Architecture Design
Scrum
Agile
Business Capability Modeling
AWS Service Cloud
Cloud Development
Distributed Systems Development
Domain Driven Design (DDD)
Test Driven Development (TDD)
Behavior-Driven Development (BDD)
Object Oriented Programming
Prototype Development
DPA/GDPR Compliance
Systems Analysis
Project Management

EDUCATION

BS in Computer Science

California State University,
Sacramento, CA

CERTIFICATIONS

Certified Scrum Master
CS105x: Introduction to
Apache Spark
CompTIA Network+
Certification
Machine Learning (Stanford
University)
Neural Networks and Deep
Learning
Secret Security Clearance

NIKE, Continued

JAVA Developer (contract position through PRO Unlimited), (8/2014–4/2015)

Created micro-services using the Netflix Open Source Software (OSS) Stack.

- Early hire to Nike's DREAMS team that created its *first* real-time, in house analytics engine to replace third-party applications.
- Instrumental in prototyping, implementing and establishing standards for use of bleeding-edge technologies (Apache Spark, Couchbase DB, Kibana).
- Hired by Nike as Lead Engineer at the end of the contract term.

EMBEREX • Eugene, Oregon

Senior Application Developer (1/2012–8/2014)

Served as Java developer utilizing Apache Struts framework to create software for researchers and educators. Worked with a large legacy code base for Cengage Learning, using Agile methodologies.

- Collaborated with Lead Architect to update legacy code base into a new version.
- Designed user experience enhancements using JavaScript, JQuery, and Angular JS.
- Developed PHP backend tools for a WordPress powered website.
- Led training exercises for Java and Mobile development

U.S. NAVY • Port Hueneme, California

Computer Scientist, Civilian Employee (7/2009–1/2012)

- Developed a web-based technical document management system.
- Implemented web interfaces with Google Web Toolkit (GWT), and automated Java tools to enable in-house technical manual reviewers to access data.
- Performed system administration on servers, and audited system to meet the highest level of security.

Senior Programmer & Analyst, Contract Employee (10/2005–7/2009)

On site @ U.S. Navy (Contracted through Systems Application & Technologies, Inc.)

- Worked as both solo developer and team-based developer for the U.S. Navy's SMART-T system, which managed technical manual and contracts requirements.
- Played a key role in infrastructure planning, revision control, code changes, and hardware planning.
- Updated web application based on early Java servlets to an MVC framework, utilizing JSP, Struts, Ajax and Hibernate.
- Introduced Scrum, Agile, and code revision tools to the project.
- Hired by the U.S. Navy at the end of the contract term.

VOLUNTEER & COMMUNITY

Developer – Friendly Hackers of America, National Day of Civic Hacking (6/2015)

Volunteer – Big Brothers/Big Sisters of America (2016-present)

TECHNICAL SKILLS

Languages

Java

Javascript

Scala

Python

Applications Development

Micro-services

Apache Spark

Docker

Git

Intellij, Eclipse, & PyCharm

Junit

Ansible

Terraform

Apache Kafka

Business Applications

MS Office: Word, Excel, Outlook, PowerPoint

MS Project

Keynote

Platforms

AWS Cloud

Kubernetes

Database Systems

My SQL

Elasticsearch & Kibana

Couchbase

Hadoop & Hive

Hbase

DynamoDB