Adam J. Torreano

1480 South 1000 East
Salt Lake City, UT 84105
(801) 674-6553
atorreano@gmail.com

Objective	To obtain a leadership position that will foster innovation and allow aggressive growth both personally and for the company; a role that will utilize my experience, creativity, versatility, and leadership skills.
Education	M.B.A. in Technical Management, Westminster College, UT - Magna Cum Laude ~ June 2006 B.S. in Management/Marketing Information Systems, Saint Joseph's College, IN ~ May 1996

Work Experience

3M (HIS Division), Murray, UT   October 2016 ~ Present
Software Engineering Resource Manager
- Lead three Scrum teams of engineers in their daily stories/tasks
- Chief Product Owner for QA Automation Team plan vision, direction, best practices
- Assist Engineering Director reviewing full SDLC, engineering and quality best practices, fine tuning Scrum

I am currently involved with spinning up 2 new high performance teams focused on BDD, microservices architecture, and AWS cloud services which will be the future model of our newest offerings at 3M HIS. Ask me about MOB programming!

I am heavily involved in setting direction with our DevOps and QA Automation teams in building out a CI pipeline and testing framework with focus on consistent and reliable test automation results.

I am working with our Engineering Director as a key advocate for improving and implementing new best practices and processes to help streamline our SDLC. We are focusing on improving quality first by implementing consistency across our 35 scrum teams.

In addition to the above duties, I also manage all HR duties of an engineering manager including hiring, firing, reviewing, implementing developmental improvements and team health for three Scrum teams.

Performance Matters (Formerly Truenorthlogic), Sandy, UT   November 2012 ~ October 2016
Software Engineering Manager/QA Automation Manager
- Lead a group of engineers in their daily stories/tasks using Agile/Scrum common practices
- Assist in planning releases which include customer enhancements, bug fixes, and new product features
- Coordinate elements of engineering, quality assurance, and customer support

As Software Engineering Manager at Truenorthlogic, my first directives were to help hire and grow a new development team, a QA Director, Support personnel, and Marketing Designers. After screening, interviewing, and hiring the above positions, my next directive was to review and formalize new engineering procedures. This included better implementing Scrum, VersionOne, sprint cycles and sprint planning using best practices and promoting team collaboration.

My primary responsibility was our Modus product, a web solution based on C# and .Net technologies. I was key to leading it from infancy to maturity with the plan to replace our primary product, a mature Java web application. Within 6 months, our company switched 100% of our customers to using the foundations of Modus. During this time, I also helped set up and prepare for the beginnings of our mobile application using Xamarin.

I helped plan and schedule releases which include a delicate balance of bug fixes, customer request, new product features and Tech Debt. I also had significant input into larger road map initiatives for our company strategy. It was also my responsibility to allocate resources ensuring my engineering team delivered the most business value for our company as defined by our Product Development team and our roadmap.

My duties also included reporting on sprint and release matrixes to insure we were on track and always driving towards business value. I spent significant time ensuring that our engineers have tasks that make sense to them and to QA and that they were broken down into small enough deliverables. I helped coordinate quality assurance efforts to plan release testing and scheduling. I also collaborated closely with our documentation team to ensure our release notes were correct and accurately represented.

In addition, I became the QA Automation manager over both internal and outsourced automation engineers to lead the path in quickly ramping up our automation efforts. This included choosing and implementing a framework using best practices. We implemented our version of a Page Object Model framework using Java, Selenium and Jenkins. We went from 50 implemented tests to over 900 in 6 months helping to significantly improve our release confidence and quality.

Demandware (Formerly Tomax Corporation), Salt Lake City, UT   November 2009 ~ November 2012
Software Development Manager (Workforce Optimization Products)
- Managed group of developers in their daily tasks using Agile/Scrum common practices
- Planned quarterly releases which include customer enhancements, bug fixes, and new product features
- Coordinated elements of development, quality assurance, and customer support

As Software Development Manager, I planned and scheduled our Work Force Optimization (WFO) products for release which include a delicate balance of bug fixes, customer request, and new product features. I also had significant input into road map items for the WFO product. It was my responsibility to make sure each release item was in balance with the WFO road map. It was also my responsibility to review and assign out developer tasks and assess performance evaluations which included a small group of over-sea's developers.

My responsibilities included keeping the project on track and to see that business requirements and deadlines were met. I oversaw and interacted daily with our business analyst to ensure that our developers had adequate designs to build code from. I led and coordinated with quality assurance efforts to help plan release testing and schedules. I also integrated closely with our support, help desk, and hosting teams to make sure our customer needs were fulfilled, which included Planning Grade Estimates, new feature request, or solutions to their specific work flow processes. While at Tomax I kicked off a campaign to re-implement my products online help documents which are now in the form of mini-web casts, resulting in saving Tomax thousands of labor hours and dollars. It also made for a very pleasant and useful end user experience. I also helped implement a new worker recognition program, re-invigorated sales initiatives in our WFO products, and introduced a beta program that worked closely with selected customers who were interested in testing the newest products.

Other Experience

iPipeline (Formerly AgencyWorks), Salt Lake City, UT   June 2000 ~ November 2009
Senior Application Developer
- Lead and manage certain projects from concept to implementation

- Design, develop, test, document, and implement web applications for AgencyWorks
- Generate and maintain new and existing applications, graphic art, web ads, and databases
- Create and contribute to design standards, code architecture, and database design

My daily job functions range from gathering user requirements and programming specifications, to designing database tables that relate to new projects. I develop and design GUI's using a wide variety of tools including, Photoshop, HTML, CSS, JavaScript, .ASP, Java, SQL, AJAX, XSLT, and XML. I am currently using Java, Seam, Java Server Faces, and Eclipse in a rewrite of our company's main product, Agency Integrator. I utilize object oriented designs using an MVC/J2EE architecture. I design, create, and write stored procedures against our IBM System-I database almost daily. All our development is Agile and nothing lasts more than a few weeks, which means I am well equipped for fast paced development

iPipeline (Formerly AgencyWorks), Salt Lake City, UT   August 1999 ~ June 2000
Lead Web Developer
- Led Web Team on design, architecture, best practices, tips and was a resource of knowledge
- Developed and maintained all new/existing web applications, databases, and websites
- Interacted with BISYS/Crump partners to gather requirements for design of their websites

My primary job was to create and maintain all websites and web applications as well as help design new functionality. My other responsibilities were to lead the team in architecture, exploring, and choosing new technologies to present to the team. I was also mentor which means I helped team members through logic problems, coding syntax, and design issues. I also worked very closely with our graphic artist to establish coding and user interface standards. ASP, SQL, HTML, CSS, and JavaScript were the languages used. Oracle and DB2 were our primary databases.

Specialty Publishing Co., Bloomingdale, IL   April 1999 ~ November 2002
Lead Web Programmer
- Developed and maintained all online magazine websites and databases
- Lead designer of databases and code architecture for all magazine websites and databases
- Created and distributed weekly news email and related story pages for Startmag.com

I was the primary code designer for all the online websites and databases. I used MS SQL server and windows tools (IIS) as the website host. All code development was using ASP with Visual Studio along with HTML, SQL, CSS, and JavaScript. I also set up a process in which to distribute a weekly email letter that linked to the website with articles of current events.

Megg Associates, Inc., Salt Lake City, UT   September 1998 ~ January 1999
Software Engineer
- Developed, maintained, and implemented code for new and existing programs
- Designed, developed, and updated databases for our NetRMS product
- Tested and documented all our products for any code implementations

I was a team member on the NetRMS product which was software developed for law enforcement community. It ran as portable code on laptops so officers could have it in their cruisers. I utilized ASP, HTML, CSS, SQL, and JavaScript in my daily functions. I was part of the testing team in which we ran

through testing scenarios and scripts. I worked on various projects maintaining and enhancing the primary product.

DuCharme, McMillen & Assoc., Fort Wayne, IN   January 1997 ~ August 1998
Computer Programmer/Research Analyst Fixed Asset Consultant
- Researched and provided accurate data about used industrial and computer equipment via, the Internet, trade magazines, dealers, and books
- Designed, created, and maintained a database driven application of used industrial and computer equipment for use by our tax consultants as their primary tool for accurate value
- Assisted tax consultants with client relations, client tax returns, and client cases

As the Research Analyst Fixed Asset Consultant, my responsibility was to pour over client asset data to determine a fair market value. This involved trade magazines, trade blue books, and phone calls to recycling plants to determine the value of their equipment. The data was then stored in a web application database which I designed and created using ASP, HTML, CSS, SQL, and JavaScript. It was all stored in MS Access at the time. The tool was very helpful for future projects saving time for any asset that we had previously looked up. The data was then used to dispute tax assessments by our in house tax consultants which I help. I went on trips with the consultants examining the client's assets, organizing the data collected, and providing assistance to the consultants.

Torreano Enterprises, *Owner/Consultant*   March 2002 ~ Present
- Consult with clients nationwide to implement their marketing, programming, and database needs
- Facilitate projects outsourced to contractors and designers when needed
- Set and manage customer expectations and relations

As a private consultant, I interact with different clients on a variety of projects. I am currently working with a partner to form a new company which will focus on the Disc Golf community. We are designing and developing a product using Ruby/Rails and MySQL to bring to the masses. I am also working on another project with a start-up company that entails Ruby/Rails, involves Adobe Flex, and video streaming. Other recent projects include work for a client who has commissioned a mobile survey web application developed in PHP for portable devices that will be used for marketing events, an online store, and an online music shop. I use all different technologies to get the job done depending on what the client wants. I have implemented shopping carts, created numerous websites, designed different types of databases, and advise clients on creating their company logos and online presence. Having this company has allowed me to learn and foster new ideas in the technology field.

The Women's Art Center, *Executive Board Member/Advisor*   November 2005 ~ July 2007
- Advised executive director on non-profit and traditional business practices
- Helped manage and coordinate with grants, raising funds, and fund raisers
- Managed groups of volunteers on community projects at the art center
- Performed marketing strategic planning/analysis of the Women's Art Center

Adam J. Torreano

1480 South 1000 East
Salt Lake City, UT 84105
(801) 674-6553
atorreano@gmail.com

Technical Expertise

MS/Open Office Tools	HTML/JavaScript/Ajax/CSS	PHP/ASP/Java/Servlets/JSP/Ruby/Rails
Tomcat/JBoss/IIS	XML/XSLT/SQL/UML	Eclipse/VS/TFS/Git/Jira/VersionOne
Windows & Linux	Adobe Photoshop/Flash	SQL Server, MySQL, Postgres, DB2

Activities

Co-Created DingTheChains.com 2008
Board of Directors Advisor Women's Art Center 2005 - 2007
Started SST Disc Golf League 2003
Started Utah Chapter of the Outdoors Club 1999