

Marc S. Moore

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Software Development Life Cycle Experience

Full SDLC experience from inception to delivery and operations, primarily with the Microsoft tech stack. Technical leadership, solution design and architecture, and user interface design. Project management and delivery using Agile development methodology and Scrum approach to project management. Overall development, support and operations leadership.

Programming Toolsets

ASP.NET - C#, MVC and Web Forms; Active Server Pages (ASP); Visual Basic; Java Server Pages/J2EE; C and C++, PHP; Perl; PowerBuilder; Software AG Natural; COBOL

Database Tools

Microsoft SQL Server Transact-SQL; Entity Framework; Oracle PL/SQL; Microsoft Access; RavenDB

Other Software Tools

Boomi Integrations and API Management; SOAP and REST Web Services; Quickbase; Azure DevOps, Git, and Team Foundation System (TFS) Source Control; Redgate SQL Test and Documentation; XML/XSLT; Internet Information Server (IIS); WebLogic and WebSphere; Apache Tomcat and XERCES/XALAN; SQL Server Reporting Services (SSRS); Crystal Reports; Microsoft Project

Primary Job Experience

Director, System Enterprise Applications at The Texas A&M University System - College Station, TX

Responsible for directing 12 team members and multiple new initiatives and maintenance projects. I gather requirements, design solutions, manage priorities, assign and review the team's work. In addition, I actively participate in the development of solutions. I am also responsible for managing the team's human resources needs, including hiring, performance evaluations, work schedules, leave management, and employee training plans.

For our department, I define coding standards in C# and Transact-SQL and author technical documentation on a variety of subjects, including automated builds, application deployment, and others. I perform evaluations of software development tools, component libraries, content management systems, and other applications. I design and development reusable class libraries and application frameworks for my team's use.

Within the greater department, I define security review processes, participate in state and internal audit reviews, mentor and educate external teams' developers, help developers implement new technologies and techniques, implement new tools and processes such as Azure DevOps/git source control, and evangelize new approaches, such as Scrum, Agile, and Test-Driven Development.

Major projects:

- **FAMIS Modernization** – Directed project workstreams in the .NET custom development segments of the project, including Single Sign On security integration, custom .NET and PowerShell build/deploy processes, and custom SQL Server and web service integrations. Hands-on development of key modules for performance and proof-of-concept purposes. Played a key role in overall project leadership and steering and led the technical readiness process for development staff.
- **Insurance Billing** – Project leader and technical architect of the system used to manage the benefit contributions of the A&M System's retiree population. Each month the system handles approximately \$2M in invoices and collections. Technical elements of note include ASP.NET, React, SQL Server, Boomi, and REST/SOAP web services.
- **Workday HCM Implementation** – Team leader for the SSO applications integrations from Workday. Led major sub-projects such as Single Sign On (SSO) migration from BPP/mainframe to Workday and implementation of the Shibboleth/SAML identity provider, Time & Effort, TrainTraq, and HRConnect compatibility with Workday, and others. Assumed leadership of Workday integrations development, which remains with my team.
- **Position Budgeting** – Project leader for implementation of the application used to manage the annual process of preparing the position salary budget for integration with FAMIS. The system processes approximately 10,000 position updates annually and integrates with the Enterprise Data Warehouse and Workday costing and merit modules.

- **Security Review Process** – Designed and implemented a role review process for the employee-facing Single Sign-On and downstream human resources/payroll applications.
- **Human Resources Portal** – Led team implementation of a new ASP.NET MVC 3 application to replace the legacy A&M system HR web site used by tens of thousands of employees. Technical highlights include the creation of department-wide “core” libraries, design of a generic asynchronous task management sub-system, and PDF generation using iTextSharp and SQL Server Reporting Services. Other points of technical interest include our suite of unit tests, the use of Entity Framework Code First for SQL Server data access, and a clean facade over the legacy system data access layer.
- **Monthly Payroll** – Led team design/development of a new ASP.NET MVC 2 application used by all system members to manage the payroll of thousands of monthly-paid staff and faculty. Application highlights include unit tests of all Entity Framework LINQ queries, automatic creation of monthly budget documents, real-time integration with the legacy payroll application, and custom SQL Server Reporting Services reporting user interface.
- **Benefit Enrollment** – Led team design/development of a new ASP.NET application used by all benefit-eligible employees to enroll in TAMUS’ insurance benefits at the beginning of employment and during the annual enrollment period. Application features include complex business rules governing benefit enrollment and premium calculations, life insurance beneficiary management, Evidence of Insurability integration with the insurance provider, and a rules-based batch job engine to control overnight processes.
- **Timesheet Collection** - Led team development of a new ASP.NET timesheet data entry application including simple and project-based timesheets. Application highlights its very tight integration with the legacy budgeting and payroll system and a sibling leave management application and flexible job and project management sub-systems. Also led multiple follow-on releases to deliver even more functionality.
- **System Real Estate Management** - Led team design/development of a new ASP.NET real estate asset management and reporting system. Migrated the SRE office off of a failed Microsoft Access application, salvaged all existing data, and provided current and data warehouse reporting functionality using SQL Server Reporting Services.

Senior Technical Consultant at Insource Technology, Houston

Led engagements at ConocoPhillips where I designed web-based crude oil and refined products inventory management and accounting processes, defined application coding and architectural standards, interviewed technical and business users to define the system requirements, and created user interface prototypes and led user design meetings, The Woodlands where I created an on-line job application system using ASP.NET/C# Web Forms and SQL Server, and IntraMetrics where I created data access components for automotive dealer management systems access (DMS) and tools to map DMS data to .NET data access objects.

Technical Architect at 460 Technologies - Houston, TX

Technical lead of the 5-person team behind 460’s iSuite, a sales compensation management system developed using ASP/Visual Basic, COM+, and Oracle PL/SQL. I designed Rational Unified Process (RUP) use cases and the application’s technical architecture, defined best practices and coding standards, created templates for other developers, designed Oracle table structures, prototyped screens, and authored specs.

I implemented COM+ components for calculations, queued task management, and multiple back-end database support for Oracle and SQL Server, led development of the Comp Plan Administration and Compensation Reports modules, and created the ASP user interface using COM+, XSLT, and Oracle PL/SQL stored procedures.

Finally, I led a project to port iSuite from the Microsoft stack to a J2EE solution. This version used Java Server Pages (JSP), servlets, Java Beans, and Enterprise Java Beans in WebLogic, WebSphere, and Tomcat application server environments. Notably, I managed all interactions with several overseas developers during this process.

Application Architect at Akili Systems Group - Houston, TX

Technical leader of 4-7 person teams developing new client-server and e-commerce applications. Developed ground-up web-based and Windows systems for Kinder Morgan, Chase Bank, and Kodiak Technologies using ASP, Visual Basic, COM+, IIS, SQL Server and Sybase.

I gathered requirements, created process design documents, authored specifications, and created Rational Unified Process (RUP) use case documents, class and sequence diagrams, and use case realization documents to codify requirements. I also set coding and version control standards, designed web and Windows user interfaces and COM+ components, designed and normalized databases, managed team members, and developed and maintained project timelines.

Technology Director at FERA Corporation - Houston, TX

Managed a fast-paced department where I was responsible for hiring, training, and direction of 6-11 permanent and contract programmers, product development, and department operations. I implemented Visual Basic/Access applications, designed user interfaces, database schemas, reporting infrastructure, and handheld computer interfaces, developed Microsoft C++ applications for the Symbol PDT 3300 for customers such as Tenneco, Chevron, Bechtel Petroleum, Northwest Pipeline Corporation, created class libraries in Microsoft C++ to encapsulate device-independent menus, data input, screen-handling, file I/O, and interfacing with digital voltmeter cards, scanners, graphics and RS-232 hardware.

Software Developer at Consolidated Freightways Inc. - Portland, OR

Led development of Emery Worldwide's customer-site shipment rating functions, databases, and reports as well as development/ support of a customer support system written in Microsoft C/C++. Also implemented screens, reports, and RS-232 communications in Micro Focus COBOL and MS C.

Secondary Job Experience

Independent Consulting

Developed a daily content engine using Microsoft ASP.NET MVC/C# and mobile applications published in the Apple and Google app stores using Xcode/Objective C and Eclipse/Google ADT/Java.

Consultant at ExxonMobil Chemicals

Developed ASP applications utilizing VBScript and JavaScript, SQL Server, and Crystal Enterprise reports for the Polymers XPORT Project Management project.

Consultant at Hewlett-Packard - Houston, TX

Supported and enhanced HP's Armor Warranty Reserve management application suite. I implemented Visual Basic screens, Oracle packages/stored procedures, Brio reports, and Korn Shell scripts and performed application trouble-shooting, handled on-call duties, and provided user support. I also provided future direction analysis, set coding and procedural standards, and initiated many feature set improvements.

Adjunct Instructor at North Harris/Montgomery Community College District, Tomball/Conroe, TX

Taught classes at Tomball and Montgomery Colleges, including:

- Introduction to Data Communications
- Introduction to C++ Programming
- Advanced C++ Programming

Academic Background

- **B.B.A.** majoring in Business Analysis/MIS from Texas A&M University.
- **M.B.A.** concentrating in MIS from the University of Portland (Oregon).
- **M.S.** in Computer Science specializing in Interactive Intelligence from Georgia Institute of Technology.