

SCOTT KOSMAN

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Position Statement

Director of Engineering and Technology with nearly 20 years of expertise in software engineering. Scales inclusive, collaborative teams through hiring and coaching. Drives the continuous improvement of people, processes, and products across teams with varying needs to deliver business value.

Work Experience

Technology Strategy & Management Consultant, Self Employed

DECEMBER 2021 – PRESENT

Providing both software engineering direction and senior-level technical consulting to marketing agencies, software startups, and a variety of other clients/industries.

- Directed 20+ member software development team (full-stack web development, data engineering, QA) through all stages of a project life cycle, overseeing engineering responsibilities for different platforms.
- Agile technical lead providing guidance through all sprint ceremonies.
- Creating and reviewing architecture plans through large-scale rewrites of significant portions of an existing application codebase.
- Project scoping, estimating, and directing developers and delivery managers through new business efforts.

Group Engineering Director, Thrillworks, Inc. Engineering Director, Thrillworks, Inc.

APRIL 2021 – DECEMBER 2021

MAY 2020 – APRIL 2021

Oversight of all operations for a 20+ member Engineering team including staffing/recruitment, budget forecasting, alignment within the larger organization, and OKR setting.

- Successful involvement in new business acquisition including crafting and presenting detailed technological business proposals and technology implementation plans for multiple accounts ranging from sub-\$100k to \$500k.
- Long-term forecasting of trends and business needs ensuring the team is staffed, trained, and equipped correctly.
- Introduced a clear structure of team organization and reporting lines to a very flat hierarchy as well as establishing company-wide best practices in career growth, performance management, and training programs resulting in increased reported employee satisfaction and confidence.

Engineering Manager, Soapbox Innovations

JANUARY 2020 – MARCH 2020

Dual role as both agile technical lead for a multidisciplinary team of engineers as well as direct people management of the performance and career growth for 6 engineering team members.

- Collaborated with Product to develop roadmap of projects and priorities ensuring multiple streams of work delivered successfully and on time.
- Coaching and career development plans through the Soapbox career growth framework.
- Prioritize and balance product requirements with technical projects.

Director of Solution Design, adidas Senior Digital Experience Manager, adidas

NOVEMBER 2017 – DECEMBER 2019

FEBRUARY 2016 – NOVEMBER 2017

adidas.com Technical Director responsible for oversight of all campaign-related development projects at adidas (web, mobile, and in-store digital display), driving and developing technology strategy and execution.

- Key counterpart for internal clients (business stakeholders, IT/infrastructure, security, product management) and external partners (advertising/production companies, 3rd party content providers) to ensure smooth technical delivery of websites, applications, and mobile development.
- Technical direction for multiple €1 million+ budget projects including vetting and selecting vendors, developing technical roadmaps, fostering seamless collaboration between internal and external business partners for timely, on-budget delivery.
- Definition, evolution, documentation and training around internal best-practices and guidelines.
- Creation, execution, and revision of detailed project work plans to meet changing needs and requirements.
- Support external development agencies with various adidas technical infrastructures (CRM, deployment, etc.).

Technical Director, Resn Amsterdam

APRIL 2014 – JANUARY 2016

Senior-level counterpart to client leadership providing creative, technology, and strategic direction to client teams in multiple countries, demographic cultures, and time zones.

- Responsible for leading technical strategy, development, execution and innovation of web, video, and interactive installation projects
- Evaluation of client briefs in order to craft budget/timeline forecasts and technical plans for future projects
- Developing solution architecture strategies along with senior development staff including combinations of mobile strategy, front end development, back end services, hosting and CMS middleware platforms
- Recruitment, interviewing, and hiring of all development/technical staff

Creative Technologist, Minivegas Amsterdam

SEPTEMBER 2012 – MARCH 2014

Chief technical point-of-contact within the (very non-technical) company on digital installation and large-screen format interactive projects (audio-reactive software, motion detection interaction).

- Provided technical documentation for all interactive projects, incl. long-term forecasting, estimates, and budgets
- Recruitment, interviews and hires of temporary and permanent staff, including training and onboarding
- Built proof-of-concepts for prototypes to sell in ideas to clients
- Explored mediums that are currently not common (projection, motion tracking, audio-reactive software)

Associate Director of Standards Architecture, Crispin Porter + Bogusky

JANUARY 2010 – FEBRUARY 2012

Lead technical architect on multiple concurrent projects developing code frameworks for large-scale deployment.

- Primary point of contact for Creative, Design, and UX teams to facilitate liaising with technical staff throughout a project life cycle
- Heavily involved in project planning, including timeline and budget estimation, scope management, and resourcing
- Recruitment lead for interviewing, hiring, onboarding and training of development staff
- Practice Lead responsible for creating and documenting agency-wide coding standards guidelines

Technical Lead, Critical Mass Web Developer, Critical Mass

JUNE 2008 – JANUARY 2010

JUNE 2007 – JUNE 2008

Technical Lead on large-scale web and e-commerce projects.

- Traveled internationally to lead and train client in-house development teams
- Created web applications for financial, retail, marketing, and advertising websites
- Planned, developed, and supported desktop and web-based applications for internal Critical Mass use
- Participated in and led multiple instances of staff cross-training

Senior Web Producer, Skinnyfish Media

MAY 2006 – JUNE 2007

Lead web developer in small mixed-media (digital, print, radio) communications startup.

- Team lead/staff supervision, project management, client relations
- Collaboration and management between web department, print/creative department, project managers and sales team to ensure project budgets and timelines are met
- Design, layout, and development of small- and large-scale websites for multiple clients

Skills

- Excellent leadership, teaching and communication skills
- Deep understanding of Agile (Scrum, Kanban) technical project management and workflow
- Experience in managing multicultural teams of 20+ people, both local and remote worldwide (lead of leads)
- Mobile and Web Application Development (HTML/CSS/JavaScript/PHP/MySQL/Xcode)
- Enterprise cloud hosting (AWS, GCP) and Continuous Integration server (Jenkins, TeamCity) setup/maintenance
- Experience with many project types, including web, app, video, retail, brand, and strategic consulting

Educational History

Multimedia Technology, Northern Alberta Institute of Technology

GRADUATED 2002

Bachelor of Theology, North American Baptist College

GRADUATED 1994-1998