

# Theo Pozzy

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## SUMMARY

Senior technical architect and manager with a strong engineering, project management and product management background – expertise in enterprise architecture, software design and implementation, R&D, strategic planning, vendor management, and financial management. Experienced in complete life-cycle product management including concept, design, release, and maintenance. Current with the latest software development methodologies, languages, platforms (including .NET and J2EE) and technologies. Broad experience with many platforms and systems integration methods, including migrating legacy systems to current technologies.

Strengths include technology development, software architecture and design, engineering and R&D team building, relationship management with customers and partners (domestic and international), customer support, and computer, network and web infrastructure support. Adept at gathering business requirements, analyzing processes, and designing elegant solutions to complex customer problems. Comfortable dealing with corporate cultures, politics and change.

## EXPERIENCE

**Pozzy Consulting, Inc.**, Portland, Oregon, 2003-Present

### **President/Owner**

Pozzy Consulting, Inc. provides software engineering, architecture, business analysis, integration and project management consulting services.

**Portland General Electric (2004-2006)** – Worked as an Enterprise Architect, reporting to the Manager of IT Technical Architecture, to implement an enterprise architecture (EA) program at PGE. Responsibilities included technology research, development of standards, vendor evaluation and recommendations, participation in multiple IT working groups, and business, application, data and architecture planning. The Open Group Architectural Framework (TOGAF) and the Zachman Framework are being used as tools for architectural development, and modeling is done using the Unified Modeling Language (UML) standard.

Responsibilities included working across the PGE enterprise in a matrix with the business units and IT departments. Projects included implementation of an enterprise Identity Management system, IT standards development, an application integration architecture, and vendor selection for new energy trading and risk management systems. Provided technical leadership for a BEA Weblogic J2EE Proof-of-Technology project.

In September, 2006, transitioned from full-time contractor at PGE to an employee.

**Mentor Graphics Corp** - Enhanced Mentor Graphics's requisition workflow utility, a custom Visual Basic application with interfaces to a MS SQL Server database and their SAP ERP system. Improved user interface usability and added better error checking. **Professional Disc Golf Association (PDGA)** - complete web development and administration responsibilities for the PPDGA ([www.pdga.com](http://www.pdga.com)). The high-volume PDGA website includes a dynamic PHP/MySQL database application for membership statistics and real-time event scoring.

**Kietra Corp** - Designed and implemented an interface between Kietra's electronic medical records (EMR) system and Fi-Med Management's medical practice management system (PMS). Using Visual Basic, developed object-oriented interfaces to import scheduling and demographics data into the EMR (via a web service), and to export XML encounter billing data from the EMR (via a document scanning sub-system) into Fi-Med's billing system. Designed an ActiveX control for the Windows XP Tablet PC environment, to allow capturing handwriting on a tablet and upload the drawings to a medical record system.

**Portland General Electric, Portland, Oregon, 2006-Present**

**Enterprise Architect**

Serving as the technical lead for the implementation of an IBM Tivoli Enterprise Single Sign-On (TAM E-SSO) and Identity Manager (ITIM) solution at PGE, based on regulatory and security business drivers, including power (FERC) and business (Sarbanes-Oxley) requirements.

Architectural responsibilities include security architecture (role based access control, password management, multi-factor authentication), business-to-technology alignment, technology standards, participation in a new IBM WebSphere initiative, ITIL process development, and other cross-departmental functions.

**Kietra Corp., Portland, Oregon, 2002-2003**

**Chief Technology Officer**

Managed the application development team for development of an Internet-based medical information system application. Completed the design and implementation of an electronic medical records system, using the JBoss J2EE application server and a Sybase database engine. Customized and integrated commercial scanning software (by Kofax and Cardiff) to provide a sophisticated automated scanning workflow as an alternative to manual data entry. Designed and implemented a cross-platform application integration engine using web services.

Worked with patent attorneys on a patent application. Researched, evaluated and selected a server co-location facility. Completed the legal agreements and installed the servers at the co-location facility. Participated in all executive planning and decision-making activities, including budgeting, product management, and editing of the company's business plan. Set up a project management system for the engineering team.

**Handyman Online, Inc., Beaverton, Oregon, 2000-2001**

**Chief Technology Officer / Applications Development Manager**

Managed the enterprise website, CRM system and IT infrastructure for an online contractor referral service. The Handyman Online website handled hundreds of end-user (homeowner) transactions per day, and used proprietary algorithms for matching homeowners with a large national pool of contractors.

Supervised and aided customization of a tightly integrated system which includes Apache web servers, ATG Dynamo (J2EE) application servers, Microsoft SQL Server, Great Plains Dynamics eEnterprise Back Office (accounting) and Great Plains/Siebel Front Office (CRM).

Responsible for hiring and supervision of a staff of phone system (Interactive Intelligence), computer, networking, and software engineering professionals. Handled contracts and relationships with software vendors, consultants, systems integrators, and Internet hosting facilities. Prepared and presented IT reports to the Handyman Online Board of Directors. Worked with executive management in all departments (finance, sales, customer support, HR) to provide full internal help desk and technical project management services.

**Gaia, Inc., Portland, Oregon, 1999-2000**

**Vice President of Engineering**

Designed and implemented a wireless, scalable n-tier distributed database system for managing customer profile information. Collected customer requirements and performed business analysis with the Sales and Marketing department, drafted functional specifications, and implemented all aspects of the Windows CE/Windows 2000/IIS/SQL Server solution.

Prototyped and implemented user interfaces for the application on various Windows CE handheld devices as well as web interfaces (IIS 5.0/ASP 3.0). Implemented a state-of-the-art business object layer, including support for a business rules workflow engine.

Recruited and managed Gaia's software engineering and QA department (10 full-time employees). Led the evaluation and selection of hardware and software tools for the engineering department.

As a member of the executive management team, wrote the technical and engineering sections of Gaia's 1999/2000 business plan. Participated in fundraising activities and meetings with VC firms and private investors. Established technical relationships with major software and hardware providers (Microsoft and Casio).

**Clientele Division, Epicor Software Corp. (Platinum Software), Portland, Oregon, 1998-1999**

**Chief Architect & Systems Development Manager**

Responsible for the product architecture and management of the Systems Group for the Clientele product line, a major mid-market Customer Relationship Management (CRM) business application. The Clientele CRM application includes customer support, help desk, and sales force automation features, and represents a significant component of the Epicor product offerings (Epicor is a major provider of mid-sized company financial management solutions).

The Clientele products are 32-bit Microsoft Windows 95/98/NT applications, developed in Visual C++ 6.0 and Visual Basic 6.0. The applications use current technologies, including MFC, COM, and the Jet and SQL Server database engines. The web interface to the system is an IIS application, employing server-side Active Server Pages (ASP) scripting technology.

Managerial responsibilities included project planning, software analysis and design, source-code management, bug tracking and problem management, interaction with the QA, sales and technical support departments. Participated in corporate product architecture and integration efforts between the CRM and financial accounting applications.

**Digimarc Corp., Portland, Oregon, 1995-1998**

**Director of Software Development, Digimarc Corp., 1997-1998**

Designed and implemented new functionality for Digimarc's digital watermarking application. Responsible for planning and execution of a technical feasibility study for the application of Digimarc's technology to aid in preventing counterfeiting of banknotes and other documents. This project was pivotal to the success of Digimarc's IPO in December, 1999.

**Chief Scientist, NetRights, LLC., Lebanon, New Hampshire, 1995-1997**

(NetRights, LLC was acquired by Digimarc in May, 1997)

Founder and technical architect for NetRights, a startup developing an Internet and multimedia rights management system. Participated in business planning, strategic and operational management, research and development, investment fundraising, and building of customer and partner relationships. Initiated and led efforts to partner with the digital imaging Flashpix consortium, including Kodak, Microsoft, and Live Picture. Designed and developed, in partnership with Corbis Corp., a prototype for enhanced attribution and rights management of digital images distributed over the Internet.

Designed and implemented product prototype using Microsoft Visual C++ and Visual Basic, leveraging Microsoft ActiveX and COM technologies, as well as Internet TCP/IP and HTTP standards.

**Claret Software, Inc., Lebanon, New Hampshire, 1994-1995**

**Chief Technology Officer**

Founder, CTO and Chairman of the Board of Claret Software, a software company specializing in wine and beverage inventory management software for the restaurant industry. Recruited Claret's CEO and took the company from concept to fully operational, including designing and implementing a complete off-the-shelf Windows database application, based on the Microsoft Access database engine and Access Basic.

Participated in trade shows, sales, customer installations, custom integration projects, and technical support. Assisted in development of a business plan and budget. Managed all software development and customer support.

**Legent Corp.**, Lebanon, New Hampshire, 1993-1994

**Vice President and General Manager, Enterprise Network Applications Division**

Provided management support during post-acquisition transition phase. Assisted in preparation of budget and business plan for newly-formed Enterprise Network Applications Division. Aided Legent sales and technical staff in supporting and selling of CMI products. Worked out of Legent's Paris, France office for three months to support European sales and sales engineering efforts for CMI product line.

**Corporate Microsystems, Inc.**, Lebanon, New Hampshire, 1983-1993

**President and CEO, 1991-1993**

Managed profitable, self-funded growth of company for the two years prior to acquisition of CMI by Legent Corp in August, 1993. Increased revenue from \$1.6M in 1991 to \$2.6M in 1992 and \$4.3M in 1993. In 1993, managed a staff of 40 employees and a budget of over \$3M. Instituted an executive compensation and bonus plan, with performance-based incentives.

Developed a strategic business plan in order to secure financing required to capitalize on market opportunities. Investment activities resulted in strong interest from multiple parties, which led to a full acquisition by Legent Corp., in August 1993. Managed transition of CMI from an independent software company to a division of a \$500 million international software company.

**Vice President, Research and Development, 1983-1991**

Founder, board member and VP of R&D for CMI, a software company providing mission-critical data communications applications. Designed and implemented a new protocol for reliable file transfer using asynchronous dial-up modems. Created an innovative communications "script" language for automating communications operations. Ported the communications application to a large number of operating system platforms, including CP/M, MS-DOS, Windows, and many different versions of Unix. Developed file transfer technology for IBM SNA networks and systems, including large IBM mainframes and AS/400 systems.

Built an engineering department and provided customer support for individual and corporate customers. Assisted in technical sales situations and provided sales engineering and 24-hour technical support for Fortune 500 companies including Pizza Hut, Kentucky Fried Chicken, Taco Bell, Marshall's, and Burlington Coat Factory.

## **TECHNICAL KNOWLEDGE**

**Operating Systems:** Windows 95/98/NT/2000/XP/2003, Linux/Unix, Windows CE, MS-DOS, MVS

**Programming Languages:** Visual Studio .NET (VB.Net, ASP.Net, C#), Visual Basic 6, ASP.NET, C/C++, VBScript, Java, JavaScript, PHP, various assembly languages and shell languages

**Databases:** Microsoft SQL Server, Oracle, Sybase ASE, MySQL, Microsoft Access

**Development Tools:** Visual SourceSafe, Rational XDE, PVCS Dimensions, Microsoft Project, Microsoft Visio, PVCS Tracker, CVS, DevTrack, Bugzilla, Subversion

**Internet:** Web servers (IIS, Apache), Visual InterDev, BEA Weblogic, IBM WebSphere, ATG Dynamo, JBoss, XML, HTML, CSS, TCP/IP, HTTP, SMTP, and FTP protocols.

**Technologies:** J2EE, Windows CE handheld devices, Microsoft ActiveX, COM, COM+, MTS, SQL, digital imaging and video (including GIF, JPEG, MPEG and DV formats), local and wide-area wireless networking, compression, encryption and security.

**Methodologies:** TOGAF, Zachman, UML, ITIL

**Enterprise Applications:** Appworx, Remedy, IBM Tivoli Identity Manager, IBM Tivoli Directory Integrator, IBM Directory Server and IBM TAM E-SSO

**Desktop Applications:** Microsoft Office (Word, Excel, PowerPoint), FrontPage, and Visio. Adobe Illustrator, Photoshop, Premiere, Encore, and Acrobat. Macromedia Dreamweaver and Fireworks.

## **EDUCATION**

**Dartmouth College**, Hanover, New Hampshire  
**B.A., Computer Science**, 1981