

RICHARD GINES

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Collaborative History: Program Manager, Product Champion, Sales Manager, High School Varsity Wrestling Coach, Campaign Manager for Statewide office, Marketing, Technical Support, Customer Service.

Technical Mastery: PMP Certified. Printer Systems (High level understanding of HP printer systems, R&D, and release processes), **Life Cycles**(Waterfall, Agile), **Defect Management**, **SCM/Build Environments**, **Version Control**, **Scripting & Programming**(Bash, C/C++, VBA, SQL, Java), **Testing**(Automation, Triage, Design.)

QUALIFICATIONS & STRENGTHS (Personal StrengthFinders Theme & definitions available upon request)

Project Management Professional

PMP Certified: Project Management Institute (PMI)

Business Planning and Prioritization (“Strategic” #1 Strength)

Prioritization: Prioritize partner issues based on business needs. Prioritize pillar deliverables based on capacity and business needs.

Initiative: Drove solutions outside R&R such as a proprietary solution that saved Warranty costs. Previously published an invention disclosure for HP in Jul 2013 Journal of “Research Disclosure” (ID 591077).

Management (“Achiever” #2 Strength)

Technical Manager: Managing ~ 15 engineers while owning different component pillars and collaborating with cross functional resources in India to supplement the pillars’ development.

Sales Manager: Achieved top 10 salesperson status for a corporation of thousands of salespersons. Managed a sales office of 20–30 persons including hiring, training, budget, etc.

Collaboration & Communication(“Analytical” & “Woo”)

Innovation Collaboration: Championed HP innovation by pioneering SW Capstone projects for both Boise State University and HP–Boise.

Off site development: Integrated with international support team for FW development to manage priorities, resources and deliveries.

Leadership (“Ideation” & “Individualization”)

Program Manager: Bring Your Inventor to Work day. Manages 100+ volunteers directing the logistics, planning, budget, and scheduling for annual Corporate Sponsored event attended by nearly 1,000 people.

Customer Focus (“Relator”)

Previous to HP: Managed a sales office; held multiple Customer Service roles for sonar and computer orgs.

At HP: Provided FW support for Marketing, Beta and Delta customers. Developed relationships with FW teams to influence completion of solutions.

Updated 10/27/2014

WORK EXPERIENCE

March 2014 - Present Project Manager: Hewlett Packard

Project Manager... FutureSmart Copy & Digital Send teams. Managing 2 teams of Software Engineers along with the Copy and Digital Send pillar areas. Responsible for contractor and team budgets, pillar deliveries and schedules, and team development and management.

Hiring Manager... Responsible for all hiring activities of the LES Core FW Lab. Also the HP Boise State University business lead managing HP relationships with students and educators in the BSU Engineering Dept.

May 2010 - March 2014 Product Champion - PIT Crew: Hewlett Packard

Team Leadership & Business Accountability... Created standardized team report, organized and directed regular team meetings.

Technical Collaboration... Collaborated with product development partners across multiple labs to facilitate technical deliverables; driving a product's successful development and reliability. Organized chaos.

May 2010 - Present Program Manager - Bring Your Inventor to Work: Hewlett Packard

Program Management... Collaborated with BYIW volunteers, Earth Day Program manager, facilities, security, third party contractors, and project managers from various groups to create the schedule, documentation, and other various activities associated with a Corporate Sponsored event.

September 2008 - Present Assistant Varsity Wrestling Coach: Rocky Mountain High School

Mentoring and Leadership... Instruct and train high school kids on the skills and physical training needed to succeed in Wrestling, and life.

A long time - Present President: Vallivue High School Class of 88 non profit

Peer Leadership... President of Non Profit social club (reunion committee). Organize and direct reunions.

A long time - Present Vice- President: Blue & Orange Partners LLC

Volunteering Leadership... Collaborated with volunteers and the Bronco Athletic Association for fund-raising. Created Boise State University "HorsePower" program in use today.

May 2007 - May 2010 Program Manager - Knowledge Management: Hewlett Packard

Cross Functional Leadership... Program Manager for a site wide cross functional team that managed a significant IT transformation. Met weekly to review, discover, prioritize and educate necessary activities for a seamless transformation.

May 2007 - May 2010 Software Engineer V - Emulation Team: Hewlett Packard

Programming... Provided SW support for emulation of print engines. Image filtering and scanner emulation within our highly sophisticated proprietary emulator SW.

SCM (Software Configuration Management)/Build infrastructure... Architected and directed implementation of new build environment for Emulators. Integrated SVN, MSBuild, CruiseControl, and custom

PowerShell Scripting. Architected new SVN repository layout and release system for controlled and synchronized Emulator releases expanded to off site devices.

Served on the cross-functional team for migrating printer FW from ClearCase SCM to Subversion SCM.

Dec 2005 - May 2007 Software Engineer: Manpower Professional at Hewlett Packard

Test Automation... Re-architecture and maintenance of AntEater, a proprietary application used to automate testing of printers. Created a library using the tool's proprietary scripting language for simplified automation script generation. Provided automation support for Edgeline printers.

2001 - 2005 Software Engineer: Adecco Technical at Hewlett Packard

Test Automation and Design... Provided qualification of nightly builds. Supported test lab by developing automation libraries that eliminated tedious manual tests and impacted the future of printer test automation. Test Design: wrote specifications, Use Cases, and Test Plans.

System Triage Team... Provided first level triage for issues found by test partners. Identified a massive failure in 3rd party app testing. Identified correct SW source, build information, installation process and then managed defects tracked between organizations.

EDUCATION

B.S. - COMPUTER SCIENCE • Boise State University • Boise, Idaho • May 2006
Engineering and Business classes, wrestled 2 seasons • **BYU-Idaho** • Rexburg, Idaho • 1989 & 1991-1992

ENDORSEMENTS

Regarding PIT position: “in my opinion he defined the role and subsequently set the standard by which I measure his peers. ... I couldn’t have asked for a better partner to help us through difficult times, he seemed to have an endless amount of energy and his dedication was amazing.”

~ Dana Miller – CPE Engine Manager.

“Richard has a real “go-get ‘em” attitude he is willing to dive in take on a problems and has shown significant leadership traits, like the recent “Bring your inventor to work” that he headed up.”

~ Kevin O'Neill – Technical Master: Manufacturing/Serviceability Architect.

“Richard is very positive in his approach to problem solving. ... He just digs in, and tries to get the issues resolved.”

~ Pete Petroski – Retired HP employee

“I was impressed with his passion for the customer and how he understood the big picture.”

~ Amy Edmondson – Beta customer CA Program Manager

“Every day that goes by I am more impressed and blown away by his professionalism and abilities!”

While discussing positions to fill: “If you could just clone Richard Gines we’d be set!” ~ HP customer

“His work history and commitment to his education make him a valuable asset to any organization.”

~ Idaho Governor, Former U.S. Congressman C.L. “Butch” Otter.