

# Gordon Rudman

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Natural leader with two decades of experience in software engineering covering diverse roles, technologies and industries. Expert in managing and creating world-class software systems. Has a strategic mind-set and strong customer focus. Enjoys game development, IoT and solving complex problems, but is open to other opportunities too. Excels at delivering Greenfield projects in innovative, autonomous environments. Proven track record of delivering complex products to market. Passionate, creative and forward-thinking leader.

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## Industries

- IoT (Internet of Things)
- Robotics
- Online Gaming
- E-commerce
- Fintech
- Bespoke software development
- Securities Exchange [Stocks]
- Telecoms

## Areas of Expertise

- Management and Leadership
- Big picture ownership
- Negotiation
- Risk mitigation
- Customer engagement
- Stakeholder management
- Software Architecture
- Technical interviewing
- Mentoring and coaching
- Agile (Kanban + Scrum) & Waterfall
- Creating product specifications, PoCs & MVPs
- Azure, C# .Net, Web, APIs, Database Design, Microservices, DevOps/LiveOps, VSTS, Arduino

## Experience

### **Personal Project**

**2017 – 2018**

#### **Cryptocurrency day trader:**

(6 months)

**2017 – 2018**

- Learnt day trading, Technical Analysis, money management, cryptocurrencies & blockchain.
- Used fundamental and Technical Analysis to Day and Swing trade.

### **Asavie Technologies. Ireland**

**2016 - 2017**

Private multinational company. 120 employees. €19 million in Revenue (FY 2016)  
Provide software to create secure private IP networks for IoT and Enterprise Mobility Management

(2 years)

#### **Snr Software Architect & Software Development Manager:**

**2016 - 2017**

##### Manager:

- Managed the E-commerce/SSO team:
  - Recruitment, training, mentoring, goal setting, KPIs, conflict resolution, team building.
- Interviewed many developers and testers to grow the engineering department.

##### Architect:

- Defined the processes, interactions & architecture for the E-commerce platform ([www.iSimplyConnect.com](http://www.iSimplyConnect.com)).
- Worked on multiple Proof of Concepts and product definitions.
- Introduced the company to full ALM (Application Life-cycle Management).
- Primary VSTS Owner/Administrator for the company - On-boarded multiple departments.
- Setup LiveOps/DevOps and Continuous Deployments for multiple projects.
- Steering committee member: Unified communication tools across the entire organisation.
- Researched Cloud technologies (Azure + AWS).

## Aspect Software. Ireland

Private multinational company. 2100 employees in 21 countries. \$443 million in Revenue (FY 2014)  
Provides call centre software to two-thirds of the Global Fortune 50.

**2012 – 2015**

(3 years)

### ScrumMaster & Principal Software Engineer (R&D):

- Led 15 member multinational R&D team (Ireland, USA, China and India).
- Conducted research projects. Tested technologies and performed benchmarks.
- Performance Manager: Business Intelligence product to manage performance of call centre teams.

## Alexander Forbes Group Holdings. South Africa

Public Company (JSE/AFH). 4000 employees worldwide. \$380 Million in Revenue (FY 2014).  
Alexander Forbes is a leading provider of financial, risk, insurance and investment solutions internationally.

**2010 – 2012**

(2.5 years)

### Senior Systems Analyst:

- Onsite customer engagement, requirements gathering & stakeholder management.
- Collaborated with the leaders of multiple departments to create a system which automatically prints and seals thousands of personalised letters each month. Replaced an entire department.
- Redesigned key backend system, achieving 50x increase in performance.
- UI expert covering multiple projects.

## Paycorp Group. South Africa

Private multinational company. 600 Employees. Revenue undisclosed.

Paycorp consists of 5 group companies. It provides and operates a range of payment solutions including ATMs, VISA card issuing and acceptance tech.

**2009 - 2010**

(1.25 years)

### Head of Software Engineering & Enterprise Architect (Group IT):

**Promoted 2009**

- Reported to the CTO and worked directly with the Managing Directors of the Group businesses.
- Performed dual roles as Head of Software Engineering and Enterprise Architect.
- Led the entire Software Development function (3 Dev teams, 1 QA team, 2 DBAs).
- Transformed departmental culture by correcting some pretty significant pre-existing issues.
- Encouraged social interactions within teams and initiated team building activities.
- Instilled a culture of quality and craftsmanship.
- Completely reversed staff attrition.
- Restructured entire software development process.
- Mapped deliverables, tracked progress and managed staff KPIs.
- Actively involved in recruiting and interviewing all new staff members.
- Trained, mentored and coached staff. Dealt with issues hampering their performance.
- Prepared the companies for their first PCI-DSS audit.
- Eliminated many security and process issues, resulting in PCI-DSS accreditation and new business.
- Setup fraud prevention mechanisms, audit trails and encrypted communications (for PCI-DSS).
- Coordinated a B2B initiative, on boarding a major bank as a new partner.
- Guided the architecture and design of all software systems.
- Improve the performance of numerous business systems by 100x, by redesigning their databases.
- Defined software design guidelines and standards for the organisation.

### Team Lead (Group IT):

**2009**

- Led and mentored 5 developers from very diverse cultural backgrounds & skillsets.
- Performed essential data recovery operations that allowed ATM solutions to remain in business.
- Corrected crippling flaws in vital business systems, enabling accurate interbank settlements.
- Initiated and executed a plan eliminating >90% of root cause defects affecting account balances.
- ATM communicator: Software that eliminated the need for 3<sup>rd</sup> party software and lots of hardware.

## Derivco/Microgaming. South Africa

2006 – 2009

Private multinational company. 1000+ employees. Revenue undisclosed.

(2.5 years)

The leading software platform for the online gaming industry, with over 400 casinos (eg. Ladbrokes & 32Red) and more than 600 games.

### Team Lead (Real-time reporting)

Promoted 2008

- Managed 2 developers and created real-time reporting system, integrating it into the PCM platform.
- Managed staff KPIs, mapped and tracked team deliverables and defined the product architecture.
- Key member of special task force to rescue a strategic 5 year project. Improved performance of Affiliate Marketing System by many orders of magnitude, allowing it to handle millions of players.

### Software Developer & ScrumMaster (Player Communication Manager [PCM]) Promoted 2007

- PCM: High throughput SaaS Call Centre Management Platform, enabling hundreds of online casinos to communicate with their players. Resulted in >10% increase in revenue (millions of dollars).
- Player Tracker: Real-time tracking of millions of players, as they moved through different systems.
- Localization system: Standardized and simplified translation and globalization work, reducing costs.
- Learnt Flash as a pet project and built PCM Health Monitor. It provides real-time, interactive status monitoring for the numerous PCM servers, databases and software components. Resulted in early fault and bottleneck detection, as well as much quicker recovery times, thus increasing uptime.

### Software Developer

2006

- Constructed a loyalty management platform for 400+ online casinos, increasing their revenue.
- Upgraded the core banking system to support multiple currencies and languages, allowing Microgaming to pivot to (and capture) new markets in the wake of industry-crippling legislation.

## Securities and Trading Technologies. South Africa

2005 – 2006

Private company. 50 Employees. Revenue undisclosed.

(1.75 years)

Leading supplier of shares & securities trading software to the Southern African banking industry.

### Technical lead (Frameworks):

- Reported directly to the Technical Director.
- Designed the low-level TCP protocols for the Johannesburg Stock Exchange's new trading engine.
- Architected next generation platform for application development, was used by all new products.
- Built an automated application delivery system a few years ahead of ClickOnce.
- Conducted presentations & training courses teaching developers about our new platform and .Net.

## Entrepreneur

1992 – 2004

(12 years)

- Created robotics software for Ford & Mazda. Automated the whole phosphate plant in South Africa.
- Built bespoke software systems and websites for numerous businesses.
- Ran a toy factory.

## Other leadership roles

- CoderDojo Teacher / Mentor (Electronics & Software)
- Chess Coach (2 years)
- Rugby Captain (2 years)
- Rugby Coach (4 years)

## Education

BSc IT/CompSci : Software Engineering <b>(First class honours) (Working fulltime)</b>	University of South Africa	2004 – 2007
BSc Information Technology and Computer Science <b>(First class honours)</b>	University of Pretoria	2002 – 2003
Secondary school	Pretoria Boys' High	1996 - 2000

## **Honours and Awards**

National Science Expo: Gold medal winner 1998 + Bronze medal 1999  
South African Junior Chess Champion

## Training

100+ online courses (Software Architecture, Azure, AWS, Security, Game Dev, Android, Databases, Networking, Web 2.0, Business, Electronics)	MIT, Stanford, Pluralsight, Coursera	2012-2018
Certified ScrumMaster ( <i>CSM:186127</i> )	Microsoft ( <i>Mitch Lacey</i> )	2012
TOGAF	RealIRM	2011
Advanced Distributed System Design (DDD and SOA)	iSolve ( <i>Udi Dahan - MS MVP</i> )	2010
Building Rich Internet Applications	Microsoft	2010
Financial payments and transaction routing	S1 / Postilion	2010
.Net 4.0	iSolve	2009
Optimizing SQL Queries (MS 2784a)	IT Intellect	2007
Agile	SQS	2007
Software Patterns and Best Practices	Dr. Fritz Solms	2006
COM+ (MS 2557)	Netscope	2005
C# .NET 1.1 (MS 2609)	Netscope	2005
[Numerous other courses]		

## References

Please see LinkedIn profile ([www.linkedin.com/in/gordonrudman](http://www.linkedin.com/in/gordonrudman)).

## Personal Interests

Blockchain, Cryptocurrencies, Technical Analysis, Algorithmic Trading, Investing, Business Development, Mentoring and Teaching, Robotics, Electronics, Internet of Things (IoT), Arduino, 3DPrinting, Photography, Game Development, Squash/Racquetball, Archery