

Qualifications:

I am a **skilled Information Technology manager** and **hands-on systems engineer** with eleven years of management experience and over sixteen years of experience in systems architecture and administration. I have a thorough exposure to a wide variety of systems technologies, and I am capable of designing comprehensive, reliable, heterogeneous, secure, large-scale, networked environments. My objective is to find a challenging leadership position as a hands-on manager for a high-tech, team-oriented company which will allow me to direct the growth and development of the systems infrastructure for the firm. The ideal company would highly value its Information Technology resources and would foster an intellectual, challenging, and rewarding work environment. The following capabilities allow me to accomplish any goal:

- **Management:** Experienced in team building, personnel development (motivation, training), project management (project scope, deliverables, resources, and deadlines), infrastructure asset management, infrastructure budget review, defining and managing departmental objectives
- **System Administration:** Experience with most modern Unices (BSD, SVR4, and derivatives), system services design and implementation, datacenter implementation with availability and disaster recovery consideration, application packaging, inventory, installation and distribution, performance tuning, storage management, automation, hardware maintenance, system maintenance (upgrades, system and security patches), user account maintenance, keen trouble shooting abilities, policy and procedure determination, implementation, and documentation
- **Networking:** Experience in design and implementation of secure WAN and LAN environments for supporting online services, corporate network infrastructure, corporate Internet presence, Internet VPN tunnels to remote facilities, and interconnectivity to vendor networks

Experience:

Natixis North Americas (formerly IXIS Capital Markets)
New York, NY

Vice President / Manager of Production Systems
2005 - Present

When I joined **IXIS Capital Markets**, my initial role was to manage the newly formed "Customer Service" team (a union of Helpdesk, part of Systems Infrastructure, and Production Support) which provided front-facing (user) support and back-facing (infrastructure) support. During the summer of 2006, IXIS enabled a second production site in Jersey City, and my role changed to Manager of Production Systems at which point my responsibilities were focused on supporting our production batch environment. In 2007, IXIS merged with **Natixis Bleichroeder** and **Natixis Bank** which resulted in doubling the firm's headcount and restructuring the technology department.

As the Manager of Production Systems, my responsibilities included:

- Ownership of the production batch processing environment consisting of approximately 6000 processes which drive the critical calculations and reporting required for the front/middle/back office departments to conduct daily business activities
- Defining policies and procedures for managing and supervising the overnight production batch
- Supervising the Production Systems team, delegating assignments to the team members, and reviewing daily activity logs from the team
- Development of the Production Systems team to meet the support capabilities required to support the business
- Developing and automating monitoring procedures used to insure the integrity of production systems
- Guiding the Application Development team in the implementation processes added to the batch, and ensuring the implementation meets best practices and standards
- Coordinating intradepartmental activities such as BCP/DR testing, audits, etc.
- Performed semiannual personnel review of the team members to evaluate individual performance and set future goals
- Management of the change control process including regular change review and reporting, and enforcing change policy by maintaining compliance documentation of authorization, test results, and user acceptance
- Developing and reporting metrics used to evaluate the performance and services provided by the Production Systems team

Some of my projects included:

- Numerous enhancements to the production batch processing environment, including the automation of routine integrity checks of the AutoSys job scheduler environment, collection of historic performance metrics and audit trail, and a web portal with daily updates of historic performance metrics
- Development of numerous automated processes including manual operational activities (reporting functions on websites, Citrix published applications, etc), data transfers (ftp/https, sftp, https, CFT, etc), data processing, administrative tasks (host reboots, network service availability and configuration, backups, etc), and reporting (written in SQL, Perl, or Excel and VBA) which were then integrated into the overnight production batch
- Implementation of a wiki (TWiki, then Confluence) for collaborative documentation of policies and procedures relating to the Production Systems team. The wiki was also adopted as a standard information access platform by the firm.
- Installation, configuration, and deployment of ISOdx, a system management tool used for proactive auditing of changes which occur throughout the system infrastructure
- Installation, configuration, and deployment of Axway's CFT file transfer system; the file transfer system adopted as a global standard within the firm
- Installation, configuration, and maintenance of Termalab's JAWS product, which uses historic job information to provide proactive job-stream analysis to assist in ensuring timely completion of critical overnight processing
- Implementation of a parallel production environment for disaster recovery, and routine parallel batch runs to ensure the reliability of the parallel environment
- Development and implementation of custom web applications (written in VB.NET) such as a dynamic checklist used by administrators to report routine checks to management, and a dynamic table listing overnight contacts for production systems
- Development of custom reports of historic metric data integrated into the corporate intranet through Java Server Pages (JSP)
- Development and implementation of custom monitoring utilities (written in Perl or C) which were integrated into the monitoring environment
- Co-developed a business case for implementing an Enterprise Information Access and Search platform which would unify information such as documentation, knowledge, business databases and applications, and evaluated leading technology vendors (Magic Quadrant for Information Access Technology, 2007 - Gartner, Inc.) to meet the firm's Information Access specifications
- Co-developed a presentation on ITIL practices which provided tactical and strategic recommendations that would direct the development of IT policies and processes to reach a level of maturity necessary to support the expected growth of the firm due to the merger
- Authored an IT policy governing Electronic Documentation which included management of physical documents, conversion to electronic form, permanent storage and archival, and physical disposal. This policy was enforced by the CTO department, and the conversion process was managed by my team.
- Integration and refinement of policies and procedures used by the operations team responsible for supporting the production environment, and cross-training of the team to ensure proper coverage and dissemination of knowledge after the post-merger integration of the Natixis information technology department.

Commerzbank Capital Markets Corporation
New York, NY

Vice President / UNIX Infrastructure Manager
1999 - 2005

I was hired as the single UNIX administrator of the IT Infrastructure Planning and Development group for Commerzbank Capital Markets Corp. (CCMC), and was recruited to build the UNIX Administration team, and to grow and develop the UNIX infrastructure. In November 2004, Commerzbank announced it would scale back investment banking outside of Frankfurt. I was one of the last five IT staff responsible for winding down the IT operations of CCMC and for transferring the remaining operational activities to the parent firm, **Commerzbank AG**

As the head of the UNIX Infrastructure group, my management responsibilities included:

- Defining procedures and policies for changes to the UNIX environment
- Guiding various business units in their development of new applications which relied on the UNIX environment
- Negotiating project scope and deadlines with the various business units
- Developing the UNIX Infrastructure team to meet the engineering, architecture, and operational support capabilities required to support the business

- Supervision of the UNIX administration team, delegating projects to ensure timely completion and to foster personal growth, reviewing daily checklist, problem, and project status
- Ensuring the delivery and deadline commitments of the UNIX team
- Performing annual personnel review of team members to evaluate member performance and future goals
- Reviewing annual budgeting of hardware, software, and maintenance expenditures of UNIX infrastructure
- Recruiting IT team members by providing personal referrals of candidates for open positions within company. While at Commerzbank, I referred six employees who had become long standing members of the Information Technology and Control departments, one of whom was the head of the Network Infrastructure department.

Some of my projects included:

- Deployment of CCMC's proprietary trading server environment and supported applications
- Installation, configuration, and maintenance of S.W.I.F.T. Alliance Access (a financial messaging system responsible for handling the transfer of millions of dollars in account settlements daily) and various interfaces which transfer messages to and from the S.W.I.F.T. system, such as account reconciliation, general ledger, and the CCMC proprietary trading system
- Configuration of network support for multicast applications, and guidance of the trading system's migration from broadcast-based messaging to multicast messaging
- Consolidation of the various UNIX backup schedules into a single schedule using Amanda
- Enhancement of the Solaris Jumpstart environment to include a server template system (allowed a server to be rebuilt to its last updated state), as well as Solstice Disk Suite integration, which added disk redundancy by enabling mirroring of the operating system disk device
- Compilation of third-party and open-source applications into packaged datasets
- Migration of various divergent UNIX environments into the CCMC standard operating environment
- Y2K compliance and validation of the UNIX environment
- Design and implementation of a SAN (EMC CLARiiON) which supported UNIX and Windows based servers, and customization of the Solaris Jumpstart, allowing UNIX servers to boot from the SAN
- Development of system policies and procedures concerning business processes, data processing, server operations, systems monitoring, and service deployment
- Design and implementation of a process to automate data retrieval and dissemination. The process was designed as a generic framework which allowed a highly customizable procedure for file transfer with a very simple configuration. This was done in order to reduce the time and effort involved in writing complicated scripts to implement common business processes which required data to be retrieved (from one or many sources), and then processed (data format conversion and/or distribution).
- Design and implementation of the UNIX disaster recovery strategy, and participation in biannual disaster recovery testing. This strategy was used to recover from events in 2001, as well as from the power outage in the summer of 2004.
- Installation and configuration of AutoSys scheduling software, and development of customized Perl scripts to simplify generation of JIL and to monitor the status of AutoSys jobs. This was required to support overnight batch processes which produced end-of-day reports for the Fixed Income trading desk.
- Installation of MySQL databases to support numerous management applications such as Tavi (an open-source wiki, SupportWeb (an internally developed time management / knowledge base system), Snort (intrusion detection management), and others
- Implementation of a capacity management system using the SE Toolkit and ORCA performance and trend analysis package, customized to allow logical grouping of hosts, instead of the default implementation, which only allowed the display of all monitored hosts
- Installed and configured NetSaint for monitoring the availability of the UNIX and network infrastructure nodes and services
- Installation of a Wiki engine to standardize the process for creating and maintaining documentation throughout the Information Technology department
- Performed routine system security audits (system patch levels, local and remote vulnerability assessment) as part of the preparation for annual security audits (internal and external)
- Implementation of OFAC/SDN scanning of inbound and outbound SWIFT payment messages to comply with PATRIOT Act requirements. This system required payment messages to be intercepted and reviewed by the operations and compliance departments in the event of an SDN match.
- Assisted in development of an MQSeries-based message bus to eliminate a bottleneck in the internally developed trading system
- Installation and administration of WebSphere MQ queue managers on Windows 2000 and Sun Solaris
- Consolidation of Sybase databases for historic and legacy data onto a single Sybase dataserver

D. E. Shaw & Co., L.P.
New York, NY

Systems Engineering
1997 - 1999

D. E. Shaw & Co., L.P. is an international investment bank whose focus is on finance and technology. D. E. Shaw's other interests includes the second largest Internet access provider, **Juno Online Services**, and the personal finance management service, **FarSight**. D. E. Shaw offered the largest challenge to date due to the size and the scope of its computing environment. The D. E. Shaw global network consists of hundreds of servers and clients in production and development environments, an international internetwork consisting of a variety of networking protocols and technologies, and a sophisticated information services system (DNS, E-Mail, etc.) which supported one thousand employees and millions of service subscribers. I was hired as the third member of the senior systems administration staff for Juno, where my responsibilities included user account creation, routine maintenance (backups, network wiring, systems monitoring), automated client and server installation (Jumpstart, NT unattended installation), handling user trouble-ticket requests, and systems policy documentation. I made a lateral transfer from Juno Online Services to D. E. Shaw in 1998, where my responsibilities were mostly project-oriented. In addition to my projects, I performed user support duties and was part of a support coverage rotation.

While at D. E. Shaw, some of the projects I've worked on include:

- Migration of outdated vendor access methods (X.25, SDLC) to a dial-on-demand PPP/NAT gateway using a Cisco 2503 to provide asynchronous and ISDN remote network access
- Design and implementation of an SNA Gateway using a Sparc 20 and an SDLC card to provide terminal, file transfer, and printing access to an MVS server
- Standardization of the FlexLM software licensing system
- Design and implementation of redundant PPP and ISDN dial-in access using Ascend MAX 4000 access switches
- Coordination of a global effort to standardize various system services, including RADIUS, Hylafax, and FlexLM

While at Juno, some of the projects I've worked on include:

- Development of the automated installation system for NT clients
- Assumption of the role as NT administrator in order to clean and consolidate the NT server environment
- Migration of Juno-dependent services from D. E. Shaw to Juno servers, which included E-Mail, file servers, network access, fax and paging gateways
- Physical relocation of Juno's systems environment
- Development of a Juno data-center co-location for the Juno-Web product
- Design and implementation of redundant PPP and ISDN dial-in access using Ascend MAX 4000 access switches

PDC, Inc.
Metuchen, NJ

Systems and Security Consulting
1996 - 1997

PDC, Inc. was a Sun value-added reseller providing systems and services which include sales (Sun, Cisco, Bay, and PDC's Budtool backup software), systems integration, security services, and product support. My brief stay with PDC as a consultant allowed me to exercise my computer security skills. My responsibilities included:

- Evaluation and approval of proposals for consulting services
- Design, installation, configuration, and support of custom firewall solutions using Raptor's Eagle and Firewall-1 firewall packages
- Configuration of Cisco routers for Internet access and packet filtering
- Configuration of Internet services such as E-Mail and DNS (including split-horizon configurations)
- Training of clients in security concepts, Internet services and standards, and application usage
- Development and implementation of PDC's Comprehensive Security Audit services

Ovid Technologies provides access to bibliographic and full-text databases to the academic, biomedical, and scientific research communities via an online service or turn-key/software systems. I joined Ovid/CDPlus as a part-time employee (although working forty-hour weeks) while enrolled in college for full time studies. My initial responsibilities included routine PC configuration and maintenance, and inventory control. I quickly progressed into systems and network administration of the UNIX and Novell systems, and I was often considered first for most evaluations of new software and hardware, as well as for leading projects involving new and unfamiliar technologies. Additionally, my responsibilities included:

- Installation and configuration of internal desktop clients and servers, as well as turn-key clients and server systems sold to customers
- Development of RMA procedures
- Maintenance of the corporate IP address space, including the reorganization and reconfiguration of IP addressing
- Implementation of a corporate firewall using Cisco IOS packet filters
- Installation of a local USENET news feed
- Migration from the "cdplus.com" domain to "ovid.com"
- Development of an access method for X.25 clients (Sprintnet/Telenet, Tymnet) to communicate with UNIX systems using Cisco's IOS (X.25 <--> TCP protocol translation)
- Relocation of the network operations center from New York City to Salt Lake City, Utah, which included a production system servicing seventy thousand customers
- Design and implementation of a national corporate and customer access network
- Migration from various Novell/MHS based E-Mail systems to facilitate a single interface to access E-Mail and groupware services (contacts, bug reports, customer information) by deploying a world-wide Lotus Notes network based on AIX servers, Windows 3.1x clients, and an OS/2 SMTP gateway
- Design and implementation of a Notes-based trouble-ticket/request application

Additional Experience:

Fog Creek Software Inc.
New York, NY

Freelance Systems Administration
2005 - 2007

Fog Creek Software Inc. is a software development firm focused on attracting great talent in order to succeed in any software project they find interesting. I began a consulting assignment on the weekends in 2005 to assist in various administration projects. After my obligations to Commerzbank came to an end, I began working exclusively with Fog Creek. Some of my projects included:

- Research and proposal for server equipment to furnish a new co-location facility which hosts Fog Creek's online presence
- Design and implementation of a network topology needed to simplify the Fog Creek internal and co-location networks
- Deployment (racking, cabling, OS installation) Dell 2850 systems running NetBSD and Windows Server 2003 to service the new co-location facility
- Enhancement of NetBSD environment by building packages (pkgsrc) and customization of NetBSD kernel to support the requirements of the Fog Creek environment
- Replacement of problematic LinkSys VPN/Firewall appliances with IPSec on NetBSD
- Implementation of an IPSec tunnel between the Fog Creek office and the co-location facility
- Configuration of IPFilter to provide network address translation for office Internet connectivity, port redirection for implementing virtual services, and packet filtering to secure the office and co-location networks
- Configuration of redundant Internet connectivity using the existing SoHo DSL connectivity by configuring IPFilter to implement "policy routing"
- Replacement of limited commercial IMAP server with the Cyrus IMAP server
- Implemented LDAP authentication against the corporate Active Directory for Apache, Cyrus IMAP, and Samba
- Migration from MS DNS to BIND for managing public domains
- Installation of the MediaWiki engine to provide a wiki environment for the Fog Creek website

Skill Set:

- **Operating systems:** Solaris (2.1 - 9), SunOS 4.1.4, BSD (Net/Free/Open), AIX (3.2.5 - 4.1), HP-UX (9.0.4 - 11.x), Linux (Slackware, RedHat), DEC OSF/1 (1.3 - 3.0), NeXTStep 3.x, Microsoft (DOS, Windows, Windows NT4, Windows 2000/2003, Windows XP)
- **Programming:** Scripting (UNIX Shell and related utilities, Perl, Python, Tcl8), VB.Net, VBA, C, Java/JSP
- **Networking:**
 - **Hardware:** Cisco routers and switches, USR TotalControl, Ascend ISDN Gateway), Xylogics/Bay Remote Annex terminal servers, numerous routers/switches/hubs, physical cabling (Fiber, UTP, EIA-568a, v.34/v.35, USOC, WECO)
 - **Software:** IOS 9.14 - 11.3, RADIUS (Livingston, Ascend), MRTG, GateD, Novell 3.1x, network protocol analysis (snoop/tcpdump, ethereal/wireshark)
 - **Protocols:** TCP/IP (including, but not limited to, standard IP services such as Telnet, HTTP, SMTP, SNMP, etc.), RIP, OSPF, BGP4, IPX/SPX, AppleTalk (EtherTalk), X.25, SNA/APPN, Frame Relay, 802.1q, ISL (Cisco's Inter-Switch Link), IGMP/Multicast, Spanning Tree
- **Security:** Penetration testing, risk assessment, host and network auditing, source code review (privileged code execution, logic analysis, buffer and data utilization), program analysis using standard utilities (truss, ptrace, ktrace, gdb), environment analysis (race conditions, buffer overflows, permissions, input and output analysis), network traffic policy enforcement using packet filters, circuit level proxies, and application gateways
- **Hardware:** PCs (x86, some Macintosh exposure) and PC related peripherals (SCSI devices, network interfaces, modems, video), Sparc (IPX, classic, SS 5/10/20, U2/300, U60, U5/10, E4500, E420R, v240, v480), NeXT, HP 9000/71x, RS6000 (C10, C20, 250, 370, 590, 990), RAID (Box Hill/CMD, CLARiiON), FibreChannel (CLARiiON 5500/4700), Emulex LP8000 (pci) and JNI FC64 (sbus) HBA's
- **Software:**
 - **Open Source:** Apache and common modules (PHP4, mod_perl, JServ, authentication), Samba, IPFilter, BIND 4.9.4 - 9.x, Sendmail 5.6x - 8.12, Postfix, Procmail, MySQL 3.2X - 4.0, NetSaint, Snort, dhcpcd, RCS, CVS, SVN, SSH/sshd, OpenSSL, Amanda, INN, Hylafax, CAP (Columbia Appletalk Protocol), Wiki (Tavi, MediaWiki), the X Window System (XDM, window managers, environment settings, and related programs), UNIX system utilities and daemons (NFS, NIS/NIS+)
 - **Commercial/Middleware:** Java JRE/JDK, Sybase Adaptive Server Enterprise (11.5.2, 12.5), Veritas Foundation Suite (Volume Manager 2.6.1, Filesystem 3.3.2), SWIFT Alliance Access, Compliance Manager (Prime Associates), AutoSys Workload Automation, JAWS, Tidal Enterprise Scheduler, DataSynapse GridServer, Reuters SSL, WebSphere MQ (MQ Series), FlexLM, TibCo Rendezvous, IONA Orbix, OmniORB, Axway CFT, Atlassian Confluence / Jira, Summit, Documentum, Lotus Notes
 - I also have significant exposure to NT applications and services, such as Active Directory, Exchange, Sharepoint, DHCP, WINS, DFS, Unattended Installations, Hummingbird's eXceed, and Cheyenne's Arcserve.

Education:

University of Utah (Salt Lake City)
Polytechnic University (Brooklyn)
DeVry Institute of Technology (Woodbridge)
Self Studies

Electrical Engineering
Electrical Engineering
Electronics Engineering Technology
N.Y.S. General Equivalency Diploma

1995
1993 - 1994
1992 - 1993
1991