

# RICHARD GINES

2557 N. Larchmont Ave. • Meridian, Idaho 83646 • (208)546-9278 • richard.gines@gmail.com

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## OBJECTIVE

**Use my demonstrated technical leadership to help the business deliver on it's strategy.**

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## COLLABORATIVE HISTORY

Project Manager, Product Champion, Sales & Sales Manager, High School Varsity Wrestling Coach  
Campaign Manager for Statewide political office, Marketing, Technical Support, Customer Service

## TECHNICAL MASTERY

**Life Cycles** (Waterfall, Agile), **SCM/Build environments** (MS Build, Cruise Control)  
**Version Control** (Subversion, ClearCase, Git) **Defect Management** (DIMS, Quality Center, Prioritization).  
**Scripting** (Bash, Batch, PowerShell) & **Programming** (C/C++, VBA, SQL, Java)  
**Automation** (printer HW emulation, TCL, proprietary test automation, proprietary triage automation)  
**Testing** (System Triage, Test Design, Use Case analysis, Contention testing, Test Engineer)

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## WORK EXPERIENCE

**May 2010 – Present**

**Hewlett Packard**  
**Project Manager – Bring Your Inventor to Work**

Project Management Collaboration...

A large annual event that involves allowing HP employees to bring their children to work to observe their work, and attend several of more than a dozen activities that introduce the children to the various technologies developed and performed here at HP. More than 700 people participated in this event this year, generating more than 2,500 event registrations. Along with collaborating with these many activity groups, this involves collaborating with the Earth Day project manager other BYIW support volunteers, facilities, security, the web site and registration contractor, and project managers from various groups to get approval for each event. Creates the schedule, documentation, maps, and other various activities associated with this massive event.

**Hewlett Packard**  
**Product Champion – PIT Crew**

Technical Collaboration...

Collaborates with product development partners across the labs increases their ability to interact with each other and rapidly exchange necessary deliverables; improving HP's brand name, revenue, and warranty costs by directly impacting a product's development and reliability. A significant example is: A recently released product (Garnet) based on new HP technology (FutureSmart/Jedi) had insufficient FW reliability, blocking critical HW testing causing a day to day slip in the schedule. Among the chaos I calmly crafted a

plan enhancing existing patching models to limit turmoil and allow incremental test progress; via collaborating across labs with multiple teams (Regulatory, Lifetest and the numerous FW pillars) and creating a new technical process. Involved was the architecture of a branch only Integration Queue (IQ) using the same build and test model as the primary integration used on trunk. Without this critical guidance the products could have slipped significantly further.

#### **September 2008 – Present**

##### **Rocky Mountain High School Assistant Varsity Wrestling Coach**

###### Mentoring and Leadership...

Instruct and train high school kids on the skills and physical training needed to success in Wrestling. Develop relationships of trust and compassion for the growth and emotional needs of the students. Takes lead role for tournaments involving Junior Varsity wrestlers that overlap Varsity events. Managing travel, weight qualifications, bracket scratch meetings, and student discipline.

#### **A long time – Present**

##### **President - Vallivue High School Class of 88**

###### Peer Leadership...

A Non Profit social club (reunion committee). Organizes and directs volunteers for H.S. Reunions.

##### **Vice- President - Blue & Orange Partners LLC**

###### Volunteering Leadership...

Collaborating with volunteers and the Bronco Athletic Association for fund-raising. Created Boise State University “HorsePower” program in use by the BAA today.

#### **May 2007 – May 2010**

##### **Hewlett Packard Project Manager – Knowledge Management**

###### Cross Functional Leadership...

A cross functional team that managed the migration and implementation of new HP IT transformations in to the labs. During the HP-wide transformation of IT, this cross-functional team (with members from groups from labs throughout the Boise Site) directed the transformation from local servers and services to using the new IT standards. Met weekly to review, discover, prioritize and inform of activities needed to accomplish HP’s new global IT standards here in Boise. This transformation work molded the IT needs of groups in Boise and how they use IT to this day. When we re-organized our labs the transformation was already complete and the KM team was dissolved. Activities included tracking servers to transition to the IT domain, investigate and disseminate new solutions

that could be used to replace solutions that were being discontinued. This impacted how we use SharePoint sites, store our build repositories and use Quality Center for feature requirements and defect tracking.

**Hewlett Packard  
Software Engineer V – Emulation Team**

Programming...

Supported emulation of print engines allowing HP designed formatters to attach to what they saw as engines increasing our capacity to develop without real engines available. Specifically maintaining image filtering and scanner emulation within our proprietary emulation. Using SW to accurately and reliably mimic HW timing and communication is extremely complex, and so is the SW. We used highly complex C/C++ templates, abstract classes to generate an Abstract Factory, SmartPointers, etc. Additional support required exposing test interfaces using Bash scripting and migrating to Windows platforms using C#.

SCM (Software Configuration Management)/Build infrastructures...

Created new windows build system for Emulators to replace Linux development, similar to the Jedi/FutureSmart SCM used in FW development. Using SVN, MSBuild, CruiseControl, and custom PowerShell Scripting. This new system automated building new versions of code when changes are merged to the central repository.

Architected new SVN repository layout and release system for controlled and synchronized Emulator releases. Also included new architecture for emulators code that enhanced and optimized upgrading and reduced upgrade times extending support for devices off site.

Was on the OZ cross-functional team for migrating OZ code from the ClearCase SCM to a Subversion SCM.

**Dec 2005 – May 2007**

**Manpower Professional at Hewlett Packard  
Software Engineer**

Test Automation...

Re-architecture and maintenance of AntEater, a tool used to automate testing of OZ printers. A GUI based MFC application that was extended with a proprietary scripting language leveraged with a library for simplified and product ubiquitous automation. Included communicating with the engines via PML/SNMP (Standard Protocols for Object communication) to interact with and understand the internal OID's (Object ID's) for the state machine and other triggers. Created initial automation library to leverage test scripting across requirements and products.

2001 – 2005

**Adecco Technical at Hewlett Packard  
Software Engineer**

Test Automation and Design...

Provided qualification of nightly builds for the test team. Supported test labs with automation libraries that eliminated many of the tedious manual tests and impacted the future of LES printer test automation. Wrote specifications, Use Cases, and Test Plans for OZ printers such as Scout, Vulcan, K2, etc.

Test Automation and Design...

Joined the System Triage team to filter defects found by test partners to improve defects submitted to development teams. Working as a self starter and a critical attention to detail noticed a massive failure in 3<sup>rd</sup> party testing effectively negating all testing being done for our development interface. I identified correct SW source, build information, installation process and then managed defects tracked between their system and ours. If not for this catch tens of thousands of dollars more would have been wasted on invalid and useless testing, and Quality Assurance for the 3<sup>rd</sup> party apps would not meet HP standards.

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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

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ENDORSEMENTS

Regarding PIT position for Garnet product: **“in my opinion he defined the role and subsequently set the standard by which I measure his peers.”** and **“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.

**“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 (while working as a contractor).

**“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.