

# RAFAEL VAN DYKE

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## SKILLS

- Engineering Team Management & Leadership
  - Certifications: PMP, SAE, CSM
  - Release Planning and CI/CD practices
  - Cross-Functional Collaboration and Communication
  - PM Tools: Jira, Kanban, Smartsheet, Microsoft Project
  - Technical Strategy & Release Roadmapping
  - Full-Stack SDLC and TDD Experience
  - Regulatory and Compliance Delivery
  - Application Cybersecurity (i.e. SQL injection, XSS, encryption, hashing, data protection)
  - Coaching and Mentorship
  - Competency in React
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## PROFESSIONAL EXPERIENCE

### **Product Manager & Agile Coach** | Slide3 (via Agilyti) | Atlanta, Georgia

September 2025 to Current

- Embedded within Slide3's consulting practice to help enterprise clients in highly regulated industries implement Agile and Lean value stream management transformations.
- Enables organizations to accelerate delivery of business value by mapping value streams, identifying bottlenecks, and implementing flow improvements.
- Facilitates Agile ceremonies and backlog refinement to align delivery with business value.
- Partners with leadership to measure and improve flow metrics (lead time, cycle time, throughput).
- Collaborates with cross-functional stakeholders to balance agility with regulatory requirements.

### **Senior Manager of Application Development** | Workday | Atlanta, Georgia

November 2020 to April 2025

- Scaled 25 additional software engineers and 2 engineering managers to support increased financial aid features for the Workday Student SaaS product, to support org growth, secure Agile development and continuous improvement.
- Orchestrated cross-team delivery for major federal compliance and security-sensitive projects, coordinating multiple scrum teams to implement encryption, secure API integrations, and access controls.
- Mentored engineers and engineering managers during Atlanta expansion, doubling org delivery capacity in 3 years while instilling best practices in secure coding, vulnerability remediation, and incident response collaboration.
- Partnered with quality assurance, automation, and DevOps engineers to integrate testing into CI/CD pipelines, improving code quality and early detection of security issues.
- Executed organizational leadership in Agile release cycles and sprints via JIRA and Confluence, with a strong focus on risk management, system resiliency, and secure delivery of cloud-based services.

### **Manager of Application Development** | Paramount | Atlanta, Georgia

May 2016 to November 2020

- Directed multiple concurrent enterprise projects, leading a team of 12 developers and offshore resources while ensuring secure application design, data protection, and compliance with corporate IT security policies.
- Hired and developed engineering talent; scaled offshore capabilities to deliver web applications and services (HTML, CSS, Angular, .NET, microservices, REST APIs, SQL Server).
- Leveraged AWS and Azure cloud services with an emphasis on identity management, encryption, and least-privilege principles for infrastructure security.
- Implemented Agile process improvements, improving sprint predictability by 30% and reducing delivery delays.

**Director of Application Development** | Key Property Services | Marietta, Georgia

November 2012 to May 2016

- Recruited, mentored, and led a team of up to 10 software engineers to deliver a \$2M underwriting platform built on .NET, C#, JavaScript, and SQL Server, embedding security-by-design principles to protect sensitive financial and property data. Increased property acquisitions by 54% in 2.5 years.
- Championed Agile transformation and instituted development standards that included secure coding practices, code reviews with a focus on vulnerabilities, and stronger audit/compliance alignment. Also served as Scrum Master/Agile Coach for multiple projects.
- Modernized the .NET tech stack from WebForms to MVC and RESTful APIs with a Bootstrap CSS3 front end, incorporating role-based access controls, parameterized queries, and encrypted communication to reduce risk of SQL injection, XSS, and other OWASP Top 10 vulnerabilities, resulting in a 100% increase in sprint velocity without sacrificing resiliency or compliance.

**Lead Software Developer** | Cendyn (formerly Ovations Management) | Atlanta, Georgia

January 2012 to October 2012

- Led both offshore and onshore teams in developing a SaaS application, successfully delivering three major releases on schedule.
- Contributed hands-on to 60% of development using C# and ASP.NET, actively participating across the full SDLC.
- Enhanced code quality and team performance through structured peer reviews and adoption of Agile/Scrum practices.

**Lead Web Developer** | CareXM (formerly TeleMed) | Marietta, Georgia

August 2009 to December 2011

- Directed the development of HIPAA-compliant web portals for 500+ healthcare facilities nationwide, ensuring security and compliance with industry standards.
- Led the successful migration of three customer-facing web applications from WinForms to WebForms, enhancing user experience and functionality.
- Reduced inbound call volume to customer service centers by streamlining web-based interactions, allowing CSRs to focus on complex and high-priority customer issues.

**Microsoft Software Consultant** | Cognizant Technology Solutions (formerly Magenic) | Atlanta, Georgia

February 2008 to August 2009

- Delivered .NET solutions for Fortune 500 clients, including Turner Broadcasting, driving the modernization of legacy systems for improved functionality.
- Developed custom SharePoint applications to streamline new show approval workflows for Cartoon Network, significantly enhancing operational efficiency.
- Contributed to full-stack development in migrating a legacy VB6 system to VB.NET for BeavEx, increasing application stability and maintainability.

**IT Consultant** | Manpower, Inc. (formerly Comsys IT Services) | Richmond, Virginia

October 2006 to February 2008

- Enhanced scalability and performance of high-traffic systems through backend development on CarMax.com.
- Built a custom .NET application with a SQL Server backend for a healthcare nonprofit, significantly improving patient tracking and data accuracy.
- Delivered full-stack enterprise solutions across multiple industries, consistently aligning technology with business needs.

**Web Developer** | Philips Healthcare | Atlanta, Georgia

May 2005 to October 2006

- Developed global reporting solutions used by Philips' call centers and international operations, supporting critical business insights across the organization.
- Built ASP.NET web applications with SQL Server backends, enabling real-time access to enterprise data and reporting.

**Web Developer** | HealthPort (formerly ChartONE) | Alpharetta, Georgia  
October 2003 to May 2005

- Contributed to the development and maintenance of the ChartONE eWebHealth Suite, used by hospitals to securely store and retrieve medical records online.
- Built and deployed applications using .NET and SQL Server, helping advance early digital health record solutions.
- Supported mission-critical functionality for hospitals, improving access to patient data and enabling more efficient healthcare delivery.

**Programming Manager** | Brillion (formerly Apogee Interactive) | Tucker, Georgia  
April 2001 to August 2003

- Oversaw all software projects, including a multi-million dollar energy trading platform, delivering solutions on time and under budget.
- Standardized development practices across teams, increasing code quality and reuse, while leading critical migrations from Microsoft Access to SQL Server for all major applications.
- Mentored a team of four engineers, improving development throughput and fostering a culture of innovation.
- Led end-to-end delivery, including planning, development, deployment, and internal training.

**Project Manager & Web Developer** | Definition 6 | Atlanta, Georgia  
April 1997 to August 2001

- Designed and built custom web applications and internal project management tools for external clients, primarily with the Microsoft stack, JavaScript with SQL Server relational databases. Experience with front-end development converting graphic designs into HTML, and site optimization including SEO and configuring Google Analytics.
- Transitioned into a project management role, overseeing multiple client accounts and managing project scope, timelines, and delivery.
- Re-engineered the company's primary billing and tracking system, converting it from Tango to the company's standard tech stack, dramatically improving maintainability and reporting.

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## EDUCATION

**Master's Business Administration:** Information Technical (IT) Management | Western Governors University  
2014 to 2016

**Bachelor of Science:** Information Technical (IT) Management | Western Governors University  
2012 to 2014

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## CERTIFICATIONS

- SAgile 6 Agilist (Scaled Agile Framework)
- PMI Project Management Professional (PMP)
- Scrum Alliance Certified ScrumMaster (CSM)
- CompTIA Project+