

# Greg Bender

Technology leader with 15+ years of experience developing solutions with cross-site agile teams. Proficient in multiple roles including architect, development manager, technical lead, scrum master and individual contributor.

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## EMPLOYMENT

### Solution Lead

Paychex

📅 2019-2020

📍 Rochester, NY

- Led team of 7 developers & testers on several projects including high profile/revenue generating *Real Time Payments* initiative.
- Involved in architecture and implementation of solutions spanning 10+ microservices, MongoDB, Kafka, Oracle and legacy systems.
- Advised on improvements to common framework encompassing all department microservices.

### Lead Software Engineer

Thomson Reuters

📅 2003-2019

📍 Rochester, NY

- Managed agile teams of up to 15 developers across 4 locations
- Technical lead and architect for 3 large-scale editorial systems
- Handled new developer recruiting, interviewing and on-boarding
- Frequent ambassador for project summits with occasional travel to NYC, London, San Jose, St. Paul, MN and St. Petersburg Russia

## EXPERIENCE AND PROJECTS

### Real Time Payments

📅 2019 - 2020

Initiative to modernize the Paychex payroll system with microservices while also integrating with modern/faster payment rails. This reduced the delay between payroll and direct deposit from one day to less than 60 seconds.

*Technologies: Spring Boot, MongoDB, Kafka, Microservices, Oracle*

### ACT - Authored Content Tool

📅 2013 - 2017

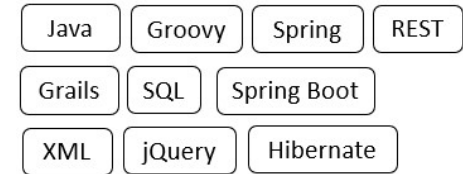
Architect and technical lead for an editorial and publishing platform used by 700 specialized legal experts to produce, enhance and link "Know How" content for *WestlawNext*.

*Technologies: Java, jQuery, Grails, Groovy, Oracle*

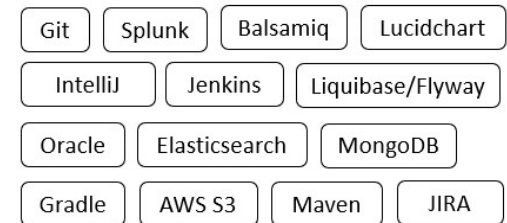
- Responsible for 15 developers across Rochester, NY, Eagan, MN, Washington D.C., and St. Petersburg, Russia
- Found solutions to a diverse set of competing requirements from 4 distinct user communities. Included travel to New York City and London
- Designed initial architecture, database schema, and XML payload formats
- Conducted code reviews, daily stand-ups, iteration planning, demos, retrospectives, and ongoing story management (*JIRA*)
- Individual contributor specifically on publishing and performance tuning
- Coordinated shutdown of old infrastructure and data center, resulting in a Spotlight Excellence Award
- Organized and managed 9-month effort to fully transition project to 3rd party offshore resources. Involved 40 training sessions totaling nearly 24 hours of

## TECHNOLOGIES






### Languages / Frameworks



### Tools



## ACHIEVEMENTS

-  Technical Leadership Group  
Member of organization that set technical direction for department - 2013 – 2019
-  Management Development Program  
June 2011
-  All Hands Presentation for ACT  
Presentation to several hundred at company's "Legal Tech All Hands" – 2015
-  Adoption of Agile in Department  
Drove growth of agile with recommendation and maintenance of tools such as JIRA and FishEye - 2013 – 2019
-  Company Recognition / Awards
  - Leadership – March 2020
  - Data Center Exit - August 2017
  - Retaining Talent - August 2012
  - Form Project Features - June 2011

## EDUCATION

### Mini MBA Certification

University of St. Thomas

📅 2015

### BS Computer Science



recordings

## Factors Courts Consider

📅 2017 – 2018

Technical lead for a greenfield development project allowing legal experts to craft "balancing tests" detailing circumstances a court should examine and their ties to actual trial outcomes.

*Technologies: Java, Spring Boot, Angular 5, Oracle, Elasticsearch*

- Technical Lead for 4 developers in St. Petersburg, Russia
- Scrum master responsible for all Agile Ceremonies
- Conducted "user interviews" to gather requirements and produce initial design/architecture
- Individual contributor specifically on publishing UI components
- Organized estimates for future system phases and requirements
- Responsible for operational readiness plan including the long-term support and issue triage process

## START - Smart Thesaurus

📅 2018 - 2019

Technical lead for an editorial system handling the curation of related terms and their ties to specific legal concepts. Results are published to Elasticsearch and drive advanced *WestlawNext* search features.

*Technologies: Java, Spring Boot, Angular 5, Elasticsearch, AWS S3*

- Led iteration planning, demos, daily stand-ups and code reviews for team of 7 developers and 2 testers
- Database schema design and Elasticsearch payload design
- Implementation of search API and Elasticsearch publishing API

## Department Team Lead

📅 2016 – 2019

Managing lead for 5 entry level and senior software engineers. Included goal setting, mentoring, one-on-ones, and performance reviews.

## College Recruiting Team

📅 2008 – 2015

Responsible for Co-Op and entry level recruiting efforts for the department. Included career fair representation, resume screening, interviews and on-boarding.

- Recruitment at Rochester Institute of Technology (primary), Cornell and SUNY Brockport
- Hiring, on-boarding, and mentoring of at least 20 Co-Ops, 6 contractors and 5 full-time positions

## Classification Hierarchy Catalog

📅 2011 - 2013

Manual and automatic classification of court opinions to over 98,000 points of law in the West Key Number System.

Role: Individual Contributor

*Technologies: FLEX, Java, REST, Oracle*

## PRE-2009 PROJECTS

[gregbender.com/legacy](http://gregbender.com/legacy)

## Rochester Institute of Technology

📅 1999 – 2003

Concentrations in System Administration and Computer Graphics

## WORK HISTORY

Solution Lead 📅 2019 - 2020  
[Paychex](#)

Lead Software Engineer 📅 2003 - 2019  
[Thomson Reuters](#)

- Lead Software Engineer - 2013 - 2019
- Senior Software Engineer - 2006 - 2013
- Software Engineer - 2003 – 2006

Co-Op/Intern 📅 2003  
[Xerox](#)

Addition of features to imaging repository used for A/B style comparison of printer quality. (PHP, MySQL)

Co-Op/Intern 📅 2002  
[Excellus BCBS](#)

Implemented metadata repository for tracking various internal XML schemas. (Java, XML)

Co-Op/Intern 📅 2001  
[SPS Medical](#)

Created company website and online product catalog. (PHP, MySQL)

## REFERENCES

[gregbender.com/references](http://gregbender.com/references)

## PERSONAL PROJECTS

[gregbender.com/projects](http://gregbender.com/projects)