

# Raymond S. Nicholas, III

Experienced software engineer, leader, and author focused on Getting Things Done

Waukesha, WI | [ray@raynicholus.com](mailto:ray@raynicholus.com)

[raynicholus.com](https://raynicholus.com)

## Summary

My purpose is to Influence the lives of other software engineers, especially those aspiring to grow their careers, and provide exceptional contributions that will effect great change among a great number of people.

## Notable accomplishments

- Authored and published a 217-page web development book ("Beyond jQuery", Apress, 2016)
- Grew as a back-end engineer, into a front-end / full-stack engineer for 14 years before evolving into hybrid management / lead developer role (2018)
- Co-created (in 2012) and maintained (for 7 years) a very popular open-source software library (Fine Uploader)
- Lead the development of many new products from concept to initial release.
- Became a Certified Holacracy Coach (2018)
- Became a Certified Scrum Master (2020)
- Invited to join the corporate advisory board for a Chicago-area student innovators/entrepreneurs club (Novus Club - 2017)

## Professional experience

Senior Manager of Software Engineering March 2022 - present

### Bigleaf Networks

Served as the manager of the Frontend and QA teams with full-stack direct reports as well. Created and championed an in-depth proposal to transform the company's frontend processes, technical stack, CI/CD, and asset serving model into modern, secure, and maintainable systems that follow industry-standard best practices. Owned the engineering onboarding process. Developed V2MOMs for my team and helped develop V2MOMs for my direct reports to track goals and ensure alignment.

Director of Software Engineering Apr 2018 - March 2022

### Cofense

Served both as Manager for several cross-functional engineer teams, scrum master, as well as UI Lead and individual contributor (front-end and backend) for multiple product lines. As a manager and lead engineer, I've worked to increase the efficiency of the team, help team members grow professionally, and lead by example as developer and manager.

At Cofense I worked as a manager, UI lead, UI individual contributor, backend individual contributor, and even as an individual contributor on QA automation, infrastructure design, and security risk management. As a manager, developer, and leader, I highly value innovation, collaboration, and transparency. This is evident in my daily activities both technical and non-technical. All UI developers across the company reported to me, as well as a team of backend engineers.

## Certifications

### Scrum Alliance

Certified Scrum Master  
(01/2020 - 01/2022)

### HolacracyOne

Certified Holacracy Coach  
(02/2018 - 02/2019)

## Publications

### "Beyond jQuery"

Nov 2016 - Apress

A book that aims to educate web developers and give them the confidence to abandon their jQuery crutches and walk freely with the power of the web API and JavaScript. You will learn about the most important concepts surrounding web development as I demystify jQuery!

## Side Projects

### Fine Uploader

#### Lead Developer and Maintainer

(August 2012 - November 2018)

Fine Uploader was a very popular JavaScript-based upload tool with unique enterprise-level features not found in any other library.

Back in mid-2012, the creator of the valums/file-uploader Github repository asked me to take over the library after noticing some of my contributions to the project. I renamed the project to Fine Uploader, and initially turned it into a side business, which I then sold to my employer in mid-2013. I then grew Fine Uploader from a single repository into an entire GitHub organization containing 21 repositories, a dozen organization members spanning the world, and hundreds of contributors.

As an individual contributor and manager, I worked on multiple distinct product lines, our internally developed and maintained shared component and design library, and countless shared libraries.

The tech stack I utilized and became exceptionally familiar with included: Vue.js (along with all typical elements in the Vue.js ecosystem), TypeScript (all of our modern applications were developed with Vue.js and TypeScript), Java, Ruby/Watir/Rspec (for end-to-end UI automated testing), Docker, AWS (especially EC2, ELB/ALBs, Route53, CloudFront, Lambdas, CloudWatch, and S3), Jenkins, GitLab, and many other tools and environments common to enterprise software development and management.

Frontend Engineer, Lead Link, Accessibility, GitHub Custodian

Apr 2017 - Apr 2018

[Files.com](#)

Sole developer on a huge frontend React project that replaced the company's aging Rails UI. Also focused on accessibility concerns around the organization, was the Lead Link of one of main product circles (this company practices Holacracy), and managed the company's GitHub organization.

Software Developer III

Jan 2011 - Apr 2017

[Widen Enterprises](#)

My projects at Widen were exclusively web-based. Initially, I worked on Widen's flagship Digital Asset Management product: [Collective](#). Then I transitioned to [Smartimage](#), an image-management/DAM-lite product. Eventually, after Widen purchased the rights to a side project I was involved in (Fine Uploader), I spent a fair amount of time leading development of Fine Uploader full-time at Widen. My final project was a greenfield and quite complex web application based in React - [Portals](#).

Most web-based projects I was involved with required a significant amount of server-side and/or client-side development. Primary server-side languages were Java/Groovy. Major front-end dependencies included jQuery, Backbone, Angular, and React.

Senior Software Engineer

Apr 2006 - Jan 2011

[Avid Technology, Inc](#)

My development tasks at Avid fall into the category of newsroom automation systems. Newsroom automation systems developed by me (and others on the same team) were developed to satisfy the needs of television broadcast networks for the purposes of ingest and play out of audio and video. These systems were developed using mostly Java and were designed to be fail-safe. Important programming-related tools and libraries I utilized to develop these products included Java, Spring Framework, and C#.

As a senior software engineer for Avid, I worked both as a contributing member of a large team for some projects and as a team lead for the project involving a complete redesign and rewrite of the router control system we sell to customers - a two year initial development effort.

Lead Developer

Dec 2004 - Apr 2006

[TrafficCast, Inc](#)

In this position, I wrote a wide array of back-end software applications to help address numerous technical and business issues encountered by the company. All members of the software engineering team reported directly to me. Individual projects included development of an entire (large) suite of "base" classes (Java) used by the reader programs to submit data to the database and handle other various issues commonly encountered by other Java apps as well as development of a large-scale monitoring system to run in Linux.

The core repository, FineUploader/fine-uploader, is also quite popular on GitHub with over 8000 stars almost 2000 forks.

I wrote a well-received article on Medium that explained my multi-year journey with the library. As my interests shifted away from coding, and my time was spoken for elsewhere, I shut down the project in November of 2018.

"You Don't Need jQuery" / "Beyond jQuery"

Author

November 2014 - October 2016

After helping a number of developers better understand the browser *and* JavaScript, I decided to begin sharing my knowledge in the form of writing. Out of this desire came a series of blog posts titled "You Don't Need jQuery!", where I covered element selectors, DOM manipulation, ajax requests, event handling and common utility functions. The overarching goal was to show developers how to solve a number of common problems *without* jQuery.

The heavy response to my blog meant that my message was important. It seemed clear that the web development community *needed* something like this. It occurred to me that I had more to say on the topic of jQuery, the web API, and JavaScript. Perhaps if I took some time to expand on this message, even more developers would benefit. Something long-form, perhaps a book, seemed like the next logical step, and "Beyond jQuery" (Apress, 2006) was born.

## Education

---

Bachelor of Science - Computer Science

- Nov 2004

DePaul University

- Graduated Magna Cum Laude - 3.77 GPA