
Dr. Joshua G. Read | Solutions Developer

DR. JOSHUA G. READ

CURRICULUM VITAE



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Date: 22/08/2019**To Whom It May Concern,**

I am an experienced, results-driven manager with decades of experience in client-facing roles. I have worked internationally, having run a successful business in the USA with contracts in Sweden, Spain, South Korea and since 2011 in South Africa. In 2016 I completed a major change over of an IT department along with websites for 25 companies under a large umbrella corporation – African Impact. My current role has me in enterprise level software and change overs with multiple organizations of 10,000+ employees. Though I love my current role, the economic and physical climate of South Africa is unsustainable for my family and I am looking to come back to the USA.

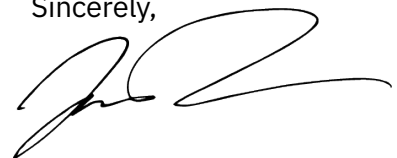
I have completed my doctorate degree. My focus was on organizational leadership and Industrial Psychology. I was interested in the power of choice vs. culture. I wrote on developing servant leaders in underprivileged Afrillennials and successfully defended my research in October 2018.

I am a proven trainer who is able to establish staff engagement along with building and negotiating excellent relationships with key stakeholders. My core strengths are in planning, documentation, and refining processes. I have formal training in change management principles and agile methodologies, organizational learning, project management and executive coaching.

I am often asked how an American came about living in South Africa. My wife, four children and I arrived in South Africa as self-funded missionaries in 2011. For two years I worked at networking with and supporting several non-profit organizations. I consider it having been one of the greatest privileges of my life having worked here, both in and out of the townships.

I would consider it a privilege to be part of your team.

Sincerely,





ABOUT ME

- I am a hypothesis oriented strategic thinker with a Customer-first and Operations oriented mindset.
- I am passionate about change and am a catalyst for creating conversations to discover the best ideas and navigate around obstacles.
- I am an exceptional presenter / communicator and have a high degree of comfort leading conversations and workshops to drive decision making at executive levels.
- I rely on data to inform decisions and routinely ask how my hypothesis can be objectively supported through available data. I am able to work with quantitative + qualitative data to make strategic recommendations.
- I am a design expert – knowing how to leverage all design deliverables and fidelity to facilitate meaningful engagements between organization and deliver meaningful design direction.
- I can facilitate Design Thinking workshops, stakeholder interviews, design feedback sessions, and customer / partner usability studies.
- I am focused on the customer and user experience; ensuring that all services and experiences are considered so they can be operationally realized.
- I can phase between the design view, the business view, and technology view; ensuring all outputs are desirable, economical, and feasible.
- I can phase between the big picture view and granular, detailed interactions. With a background in both graphic design and computer programming, I am focused on ensuring all design outputs are thoughtful, horizontally-integrated, and can be leveraged successfully by the development team.
- I have experience in end-to-end enterprise wide process implementation.
- Self-motivated, inclusive leader with experience in leading multi-site teams.
- Industry expert with a minimum of 10+ years of experience with As A Service business models, previous sales experience, revenue responsibility.

PERSONAL INFO

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Dr. Joshua Gray Read
Currently reside in:
Cape Town, South Africa

Birthday: 21/08/1978

Married: 01/07/2001

EDUCATION INFO

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Doctor of Strategic Leadership
*Focused on Organizational
Leadership*

Faith International University
Tacoma, WA 2018

MA - Theological Studies

Faith International University
Tacoma, WA - 2008

BS - Graphic Design

Northwestern College
St. Paul, MN - 2000

AWARDS & PRIZES

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In 2008 I was listed as #18 in a
global review of the 100 best
web developers.

EXECUTIVE SUMMARY

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- Small Business Owner (USA - Ainsworth Studio) since 2006, including managing employees
- Lead Print Designer at Costco Wholesale (Top Fortune 50 Company)
- Successfully Project Managed 300+ website design & implementations
- Proficient in training diverse backgrounds
- Internationally certified as a Change Management Leader
- Excellent communication skills including face-to-face meetings, conference speaking, and presentation skills
- Solution Orientated with strong problem solving skills
- Incredible work ethic. I achieved my doctorate degree while being a husband and father of four children, maintaining the role as sole income in the house by operating a consulting company in the USA and working a full-time CTO position in South Africa. I am only now catching up on sleep.

PROGRAMMING SKILLS

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Adobe Creative Suite | Microsoft Office | HTML/CSS3 | JavaScript | Python | PHP | SQL | JSON | AI/ML, etc.

I've been programming since 1997. Give me enough time and I can figure out how to utilize any computer language.

KNOWLEDGE

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Corporate Branding | Print Design | Product Development | Web Design | Ui & Ux | Brand Conception | Psychology | Team Leadership | Change Management | Coaching | Scholarly Research | Communication & Presentation | Design Thinking | Artificial Intelligence | Machine Learning

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Below are great examples of my career and the solutions. I enjoy meeting with business leaders, whether they are national government officials or small business owners, and discussing the pain points of their current way of doing business. I often work with teams of diverse people and am privileged to help guide them, through listening and asking questions, into understanding where refinement processes and procedures could have the greatest impact.

RECENT ROLES/RESPONSIBILITIES

Creating software that achieves results

I am part of the senior development team in my current role at AppCentrix. My title is “Solutions Developer” which has me an exciting mix of change management, team member management, UX/UI, business analysis/intelligence, and prototype/IoT/software development. As a team we are furthering our understanding of AI/ML and constantly pushing the boundaries of technology. A foundation of our work is developing business intelligence dashboards which means that I work daily with analysts and closely with the CTO in order to create: (1) the best layout for and (2) the clearest methods of displaying vital information that is quickly recognizable.

Convert website from Ruby on Rails to WordPress

I worked for two years as the CTO for African Impact, an organization with 83 locations across Africa and over 1,000 employees. They had spent a great deal of money in 2013 to build their website using Ruby on Rails. The reason was to allow quick search capabilities and a faceted search. In 2013, WordPress wasn't in the spot to do what was needed, but things had changed by 2017.

RESPONSIBILITIES

I was the lead designer and developer on the African Impact project and led my team, the analytics manager, and the social media accounts manager through the entire redesign/redevelopment process. We evaluated the pain points of the 2013 website, created Customer Personas and developed journey maps. Based on our research and ideas, we designed and developed prototypes. Once the prototypes were refined and approved, the website was built using wordpress, html, css, js, and php.

Develop enterprise applications with SAP

At SPPrac I was able to work with the development team as an R4/ABAP developer on the City of Cape Town's SAP install. We were building business intelligence dashboards that display key information, in real-time to key stakeholders. This position allowed me to work with a diverse organization, where the stakeholders were national leaders, and the information we were gaining insights from had real effects on millions of people.

Business consulting

I left my position as the lead print designer of Costco Wholesale in 2002 to become an art director of a graphic design firm south of Seattle, WA. There I would meet with customers, discover pain points in their marketing, and create visual communication strategies that would achieve the discussed goals. In late 2006 I started my own graphic design and website development firm. It quickly grew to several employees, my speaking at conferences, and customers ranging from small business owners to those on the Fortune 500. I was responsible for managing employees, budgets, meeting with customers, preparing proposals, and making sales, as well as directing the web development and creative strategies. In 2010, I faced a fork in the road. I was to either really pursue growing the company to the next level or focus on my young, growing family. I chose my family which led to laying my employees off, selecting a few customers I really enjoyed working with, and then moving and working internationally. This move also led me to working with organizations in Sweden, South Korea, Spain, and eventually South Africa.