Leonard Nieman

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OBJECTIVE

Seeking a Software/Engineering Manager position to utilize my software background and ability to efficiently direct resources.
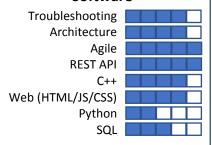
ABOUT ME

- 15+ years in Automotive Software
- Direct and Lead people
- Prioritize Requirements
- Develop skills of others
- Create processes
- Problem solver
- Interview and Hire resources
- Communicate with Leadership

SKILLS

Leadership

Skill	Level
Hiring	■■■■■
Coaching	■■■■□
Delegating	■■■■■
Relationship Building	■■■■□
Improving Efficiency	■■■■■

Software

Skill	Level
Troubleshooting	■■■■□
Architecture	■■■■□
Agile	■■■■■
REST API	■■■■■
C++	■■■■□
Web (HTML/JS/CSS)	■■■□□
Python	■■□□□
SQL	■■■□□

EXPERIENCE

Systematic Leadership Consulting — Detroit, MI
Owner and Consultant — 2021-present
- Work with Small Business Owners to improve their processes
- Implement software solutions for clients
- Provide a judgement-free environment for coaching and council
- Negotiate Contracts with clients
- Create and run business processes for my own company

Plex Systems — Troy, MI
Sr. SW Development Manager - Platform — 2019-2020
- Manage a team of ~10 software developers
- Drive software to be delivered on-time and bug free
- Coach Software Developers to achieve their full potential
- Coordinate stakeholders to agree on priorities, timing, rollouts, customer communications, etc. for 2-5 projects at a time
- Push for process improvements to improve efficiency
- Align on the future roadmap for Platform

Ford Motor Company (via Insight Global) — Dearborn, MI
Technical Operations Manager — 2019
- Conduct interviews and provide hiring recommendations
- Conduct performance assessment of employees
- Coach employees on how to improve
- Provide a bridge between the Insight Global Recruitment process and Ford management

General Motors — Warren, MI
Feature Owner: Connectivity — 2017-2019
- Own and drive all non-cellular connectivity technologies in GM
- Communicate internally and externally as Subject Matter Expert
- Lead and Develop systems engineers
- Collaborate with stakeholders and systems engineers to ensure all system level requirements are complete and correct
- Create and own the technology roadmap

General Motors — Detroit, MI
Infotainment App Architect Manager — 2015-2017
- Drive App Architecture and review all architectural decisions
- Motivate, Mentor, and Develop app architects
- Lead all app architects to efficiently deliver high quality designs and specifications
- Lead design reviews of my team's output
- Develop app architecture process and hold architects to it
- Select and Hire new architects

Internet Applications Framework DRE / Architect — 2010-2015
- Design and document software solutions for in-vehicle internet apps: HTML-based NGI and Android-based Info 3
- Design and Document GM's in-vehicle App Framework

- Lead and Direct supplier from requirements to software delivery
- Educate app developers, internal and external to GM, to understand capabilities, constraints, and best practices
- Gather requirements from all stakeholders and drive agreement between departments, suppliers, and 3rd party app developers
- Document solutions and explain documentation as needed

Magneti Marelli   Farmington Hills, MI
Project Manager for Blue & Me   2010-2010
- Delivered the Bluetooth capability for the Fiat 500 in the US
- Managed the project schedule and tracked deliverables
- Oversaw others working on the project
- Work with engineers on teams in Italy to get the work done

Delphi, Electronics and Safety   Warren, MI
Resident Engineer   2008-2009
- Communicated the voice of General Motors back to the dev team
- Root caused and coordinated closure of all issues
- Provided expert knowledge of software solution
- Facilitate and conduct remote testing with other software engineers at other locations: Indiana, India, and Germany

Delphi, Electronics and Safety   Kokomo, IN
Computer Engineer   2003-2008
- Designed, developed, and documented C and C++ code for infotainment modules
- Worked on code in QNX, Linux, and a proprietary operating system
- Delivered 100% code coverage from Unit Testing to deliver bug free software
- Performed statistical analysis on SW to determine complexity
- Worked with multiple customers, including in Korea, Japan, and China
- Root caused defects
- Use Matlab/Simulink to auto-code safety critical software
- Conducted IT&V (Independent Test and Verification) to validate software
- Supported manufacturing in-circuit and modified testing scripts to increase FTQ by 10% and eliminate over 50% of waste.

EDUCATION

Indiana University   2017-present
Bloomington, IN
- Pursuing Masters of Business Administration
- 3.8 GPA

Kettering University   2001-2005
Flint, MI
- Bachelors of Science in Computer Engineering
- 93.17 GPA (~3.8/4.0)
- Completed five year program in four years