

CAREER HIGHLIGHTS

- 5+ years of experience managing software development teams.
- Software developer with 20+ years of experience in various languages.
- Creating a successful startup focused on streaming before popular services existed.
- 20+ years volunteering with *FIRST* Robotics mentoring students in STEM.
- Producer of "Robot in 3 Days" with 3 million views to support *FIRST* teams on YouTube.
- Supported a network of ministries and nonprofits in Ukraine with those in need.

INDUSTRIES

- Computer Software
- Educational Technology
- Robotics
- Non-Profit Organization Management
- Broadcast Media

EXPERTISE

- Managing remote and hybrid teams consisting of paid roles and volunteers
- Supervising staff to achieve SMART goals
- One-on-one mentoring of teammates
- Development of expansion plans while maintaining quality for clients
- *FIRST* volunteering background over past 20 years

EDUCATION

UNIVERSITY OF CENTRAL FLORIDA

Orlando, Florida
Industrial Engineering
2005 – 2009

SOFTWARE

- PHP
- JavaScript
- Node.js
- SQL
- NoSQL
- Redis
- HTML
- CSS
- C#
- C++

MICHAEL T. WALKER

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Accomplished technology leader with over 20 years of experience in team management and software development. Proven track record in driving innovation and growth ranging in established companies, startups, and non-profits. Passionate about leveraging technology to enhance and support community initiatives.

Experience

NAVIGATE360, Remote

2025 – PRESENT

Providing easy-to-use technology, comprehensive training, and expert guidance to help build your safe school now.

Developer Team Lead

Cross-Functional Team Leadership

- Lead a team to enhance a learning management system, resulting in 80% reduction in office referrals and a 35% drop in suspensions at certain schools after implementation.
- Change Management: Apply techniques to lead team of developers and quality assurance members to maintain and grow a learning management system with millions of active users.
- Strategic Planning: Developed and implemented technology strategies that enhanced operational efficiency and user engagement.
- Collaboration with product manager to target feature goals and resolve escalations.

POSTWORKS NEW YORK, Remote

2021 – 2025

East Coast's most comprehensive digital motion picture and post-production facility, employing an exceptional team of creative artists, engineers and project managers to serve our clients through the film and TV finishing process.

Senior Full Stack Developer | Automation Engineer

Project Management

- Lead manager of software library automation processes for the company.
- Maintaining daily operations on legacy software.

Software Development

- Building a library of software coding to automate robots to move tapes for data management.
- Wrote conversion scripts for non standardized data files.

COMMUNITY RESOURCE NETWORK, Altamonte Springs, FL

2018 – 2021

Supports, equips, and connects faith leadership and congregations to better support at-risk families in their neighborhoods, and alleviates poverty by building relationships that transform communities.

Chief Technology Officer | Software Engineering Manager

Technical

- Created one of the first government/house of faith/non-profit central databases in the country to collaborate resources, training, and other tools to prevent families on the edge of homelessness from losing their housing.
- Project managed and implemented the modification of the primary database system for specific network needs managing cases of 10,000+ people.

Management | Leadership | Volunteer Coordinator

- Managed over 250 volunteers and oversaw training and recruiting technical liaisons.
- Recruited and onboarded new volunteers on an ongoing basis.
- Nurtured relationships with organizations for continued support.

Training

- Technical training of staff, volunteers, and students at houses of faith, government agencies, and nonprofits.

P&L

- Project manager for contract with external provider to make system modifications.
- Presented regularly to grant providers about status of the technology platforms.

SPIRIT, INC, Remote

2019 – 2021

Spirit is a revolutionary piece of software designed to connect those that hurt with those that help.

Software Engineering Manager (Contractor)

Management

- Oversaw the transition from a team of developers from an underperforming third party to a team 5x the scale.
- Implemented Scrum sprints to achieve faster development turnaround with accountability.
- Oversaw the project managers and team implementing SOC2 compliance and certification.

Technical

- Improvement of security conditions by working with vendor to address AWS vulnerabilities.
- Reduced cost of monthly server expenses by 75% by leading a code optimization initiative.

CHARISMA MEDIA, Lake Mary, FL

2015 – 2018

Charisma Media is a Christian multi-media company, long recognized as an innovator and known as the leading Charismatic/Pentecostal publisher in the world.

Senior Full Stack Developer | Project Manager

Project Management

- Development and maintenance of various web properties with a monthly traffic of 5 million unique visitors.
- Development of Authorize.Net, Stripe, and Shopify checkout systems for product and subscription purchases.
- Extensive REST API integrations for reporting and connecting shopping portals with publication systems.

Production

- Professional sound studio design and consultant for podcast network with over one million downloads in first year.
- Editorial and marketing consulting to modernize outdated workflows for both digital and print mediums.

STREAM MONKEY, Winter Park, FL

2011 – 2014

We're the online video company making it simple to share your web streaming and multisite video to the world and beyond.

Founder | Engineering Manager

Results

- At time of sale, over 100 houses of worship on 5 continents used product with audience of tens of thousands of unique viewers.

Cross-Functional Team Leadership

- Management of team of over ten developers to achieve rapid feature development goals within financial constraints.
- Onboarding and continued training/mentorship of team members.

Technical

- Defined technologies required for creation of enterprise-grade live video stream content delivery for church services and Christian conferences.
- Built a top-tier and highly regarded streaming provider in the house of worship market within two years.
- Development of full stack incorporating Wowza servers and various Amazon Web Service components for a fully scalable and redundant system with international ingress servers and content distribution.
- Led rewrite of core codebase and server stack to utilize Akamai partnership..

P&L

- Assisted in oversight of budget to determine priority of development requirements to address feature requests to encourage new clients to join.
- Created initial minimum viable product on a \$15,000 budget and continued to expand as houses of worship and companies became clients.

NORTHLAND, A CHURCH DISTRIBUTED, Casselberry, FL 2011 – 2015

We believe the church is more than a place you come to on Sundays ... it's people.

Front End Developer | Project Manager

Project Management

- Identified program requirements for various ministry needs to support growth.
- Oversight of web projects and technical volunteer training.
- Mission work involving regular remote and on-site consulting with multiple organizations in Kyiv, Ukraine and multiple visits each year.

Technical

- Determined the numerous languages, technologies, and SaaS products to meet unique needs.
- Development of reliable reporting systems, prayer wall, bible readings, media managers.
- Extensive work within ExpressionEngine and expanding capabilities based on ministry requirements.
- Roku integration for use in prisons nationwide and by dozens of distributed church house gatherings.
- Development of financial giving system through Stripe to allow congregants to donate to those in our benevolence ministry.

INSTITUTE FOR SIMULATION AND TRAINING, Orlando, FL 2007 – 2010

IST and SMST are the nexus of the booming world-hub of MS&T building the industry, with more than 200 Central Florida modeling, simulation and training companies and the Department of Defense.

Research Assistant

Applied Cognition and Training in Immersive Virtual Environments Lab

- Development of tools for parsing multiple gigabyte text file databases containing human performance data from research studies into usable MySQL databases along with playback interfaces.
- Development and documentation of C++ library implementation of Joint Architecture for Unmanned Systems (JAUS), a developing military communications standard for control of various Unmanned Automated Vehicles (UAV) allowing interoperability between different branches of the military.
- x86-based Unmanned Ground Vehicle (UGV) development capable of working within mixed reality environments and conforming to JAUS standards to be controlled by various Human-Computer Interaction (HCI) devices in a mixed reality simulation as operators search for insurgents remotely.
- Biomedical sensor feedback, integration, and capture systems of various devices for research studies.
- Assistant manager for \$3 million Army Research Lab (ARL) funded study researching the relation between system automation levels and human workload with operator control

Serious Games Research (RETRO) Lab

- Improving user engagement (UX) in serious games environments to maximize training and time efficiency.
- Design, execution, and evaluation of studies into reducing costs while improving immersion in simulations.
- Research into improved techniques for collaboration among soldiers, researchers, and instructors section.