Ben Lobaugh

Technology Executive | Engineering Leader | Leadership Coach
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PROFESSIONAL SUMMARY

Dynamic and people-centered technology executive with 20+ years of experience leading cross-functional engineering organizations and driving transformational growth. A Certified Leadership Coach with a proven track record of mentoring managers and fostering high-performing teams that deliver scalable solutions aligned with business goals. Adept at aligning technology strategies with operational objectives, developing future leaders, and driving organizational excellence. Seeking a strategic leadership role to leverage expertise in team building, executive coaching, and innovative technology management.

CORE COMPETENCIES

- Engineering Leadership Development
- Managing & Mentoring Managers
- Organizational Growth & Change Management
- Leadership Coaching & Team Empowerment
- Strategic Technology Planning
- E-commerce Optimization
- Agile & DevOps Practices
- Cross-Functional Collaboration
- Technology Roadmap Execution

RECOMMENDATION

"I had the opportunity to work with Ben for a few short months at WebDevStudios. He was an integral part of my early success with the company. From day 1 he was there to answer any questions and guide me through the always-rough new job jitters. I recognized early on how much he cares for the engineers who work on his team and set a great example for me as I set out to lead my own teams. Ben's laser focus on mentorship and coaching would be a vital asset to any company looking to build or improve their engineering organization."
- Aaron Eaton, Senior Solutions Architect at American Marketing Association

WORK HISTORY

Director of Engineering - Mindsize
(Jun 2019 - Present) - Remote

I was recruited by Mindsize's founders based on my proven track record of building high-performing teams and delivering exceptional client results. Under my leadership, the team experienced consistent growth while maintaining a

commitment to delivering high-quality code and client satisfaction. Key achievements include:

- **Established Modern Development Processes**: Implemented a comprehensive software development lifecycle (SDLC), including architectural reviews and best practices for production deployments, improving code quality and delivery consistency.
- **Clarified Roles & Expectations**: Developed detailed job descriptions to eliminate role ambiguity, ensuring team alignment and streamlining hiring and onboarding processes.
- **Launched a Mentorship Program**: Created a mentorship framework featuring one-on-one coaching and peer-to-peer collaboration, significantly enhancing project delivery timelines and fostering stronger client relationships.
- **Introduced Employee Recognition Initiatives**: Designed and implemented a company-wide recognition program that boosted employee satisfaction and engagement across all departments.
- **Delivered Custom Client Solutions**: Architected tailored solutions leveraging technologies like Node.js, React, PHP, SQL, AWS, GCP, microservices, and test-driven development, enabling scalable and innovative client offerings.
- **Standardized Hiring Processes**: Designed a streamlined hiring strategy that improved candidate quality and alignment with company culture and technical needs.
- **Explored Emerging Technologies**: Championed the adoption of innovative technologies, expanding service offerings and creating new opportunities for client success.

Founder & Leadership Coach - Lobaugh Leadership
(Jan 2017 - Present)

Established Lobaugh Leadership to empower businesses and individuals to achieve transformative growth through leadership development and mentorship.

- **Leadership Coaching**: Partnered with business leaders to identify organizational needs and implement strategies that accelerated business growth and improved operational efficiency.
- **Mentorship Programs**: Guided new and experienced leaders in developing self-awareness and advanced leadership skills, enabling them to build high-performing teams recognized as "gold standard" within their organizations.

Lead Engineer - WebDevStudios

(Sept 2014 - Jun 2019)

Recruited to lead the transition from a flat corporate structure to a scalable, team-based organization. Built and managed teams of 2–25 members, including project leads, developers, and project managers, to deliver high-quality web-based solutions for corporate and government clients.

- **Strategic Leadership**: Defined comprehensive project specifications with clients and oversaw the execution of complex educational and e-commerce site architectures.
- **Team Development**: Designed company-wide training programs on communication and quality code reviews, enhancing team collaboration and project outcomes.
- **Mentorship & Growth**: Mentored developers to build technical and leadership skills, fostering career growth and improving team performance.
- **Operational Excellence**: Developed and implemented company policies on project lifecycles and secure client data handling.
- **Talent Acquisition**: Reviewed resumes, conducted interviews, and streamlined onboarding processes to attract and retain top talent.
- **Global Collaboration**: Successfully managed teams across multiple time zones and countries, including the USA, Canada, Mexico, South America, Europe, and the Philippines.
- **Quality Assurance**: Ensured adherence to high-quality code standards across all client projects, consistently exceeding client expectations.

Notable Clients: Microsoft (Dynamics, Office, Windows, Skype, Newscenter), AllClear ID, Campbell Soup Company, Discovery Communication, Emarsys, Flexi Shoes, Generocity.org, Uber, Youth Entrepreneurs, Precept Ministries, YMCA.

Code Wrangler - Automattic
(Jun 2013 - Sept 2014)

Contributed to the success of Jetpack, a WordPress product installed on over 3 million websites, which extends the functionality of standalone WordPress installations by integrating the power of WordPress.com.

- **Feature Development**: Led the development of major new features, enhancing Jetpack's capabilities and user experience.
- **Project Management**: Oversaw team projects, coordinated efforts across internal and external stakeholders, and ensured timely delivery of high-impact initiatives.
- **Community Engagement**: Represented Jetpack at over a dozen conferences, fostering relationships within the WordPress community and promoting product adoption.

- **Strategic Planning**: Contributed to long-term planning and feature roadmaps, aligning product development with user needs and company objectives.
- **Support & Collaboration**: Provided ongoing support to users and collaborated with cross-functional teams to resolve issues and deliver consistent improvements.

Technical Evangelist - Microsoft Open Technologies
(Nov 2012 - Jun 2013)

Expanded upon previous responsibilities with the Microsoft Interoperability team, focusing on emerging technologies and cloud solutions.

- **Big Data & Emerging Technologies**: Contributed to projects leveraging MongoDB, Redis, and the latest Windows Phone 8 and Windows 8 devices to drive innovation and interoperability.
- **Cloud Enablement**: Collaborated with the Windows Azure team to enable WordPress Multisite support on the Azure platform, enhancing scalability and usability for enterprise clients.
- **Client Guidance**: Provided strategic guidance to internal and external clients, facilitating seamless migrations to WordPress and ensuring optimized deployments.

Head of Development - Freshmuse
(May 2012 - Nov 2012 [company closed for new venture])

Led development efforts at a high-end WordPress agency specializing in branding and custom development for enterprise and Fortune 500 clients.

- **Project Oversight**: Directed all ongoing development projects, ensuring architectural soundness, adherence to timelines, and successful delivery.
- **Team Management**: Supervised internal and external contractors, fostering collaboration and maintaining high-quality standards across all engagements.
- **Client Engagement**: Served as the primary client interface, managing relationships and aligning project deliverables with client objectives.
- **Community Leadership**: Represented Freshmuse at numerous WordCamp conferences, delivering presentations on advanced WordPress development topics and strengthening the company's reputation within the WordPress community.

Technical Evangelist - Microsoft
(Jan 2011 - Jan 2012)

Played a key role in advancing Windows Azure's adoption and integration within the open source community, contributing to product development, technical documentation, and community engagement.

- **SDK Development**: Provided oversight and quality assurance for the development of the Windows Azure SDK for PHP, ensuring a high standard of functionality and reliability.
- **Technical Enablement**: Guided organizations in migrating PHP applications to Windows Azure, delivering tailored solutions to meet cloud performance and scalability needs.
- **Open Source Advocacy**: Collaborated with large open-source projects, such as Wikipedia and WordPress, to enhance their support for Windows Azure, including SQL Server compatibility.
- **Community Engagement**: Represented Windows Azure at conferences as a speaker and workshop leader, fostering relationships with developers and advocating for PHP as a first-class citizen on the Azure platform.
- **Documentation Leadership**: Authored and managed all technical documentation and content related to open source on Azure, ensuring clarity and accessibility for developers and enterprise clients.
- **Digital Strategy**: Maintained team web properties and drove engagement through social media and discussion forums, strengthening Azure's presence in the PHP community.

Additional experience can be found at https://www.linkedin.com/in/blobaugh

EXECUTIVE ACCOMPLISHMENTS AND RECOGNITION	**Certified Leadership Coach** with the John Maxwell Team, specializing in leadership development and coaching for executives and teams. **Certified Scrum Master**, with expertise in agile methodologies and team optimization to deliver high-quality products and services. **International Speaker** at leading development conferences, sharing insights on leadership, technology, and team dynamics. **Named to the Top 100 Most Influential People in the WordPress Community** (2015, 2016, 2017), recognized for contributions to the platform's growth and adoption. **Recipient of the "Smooth As A Baby's Bottom" Award**, honored for maintaining composure and leadership under pressure. **Proficient Drummer** and **Aspiring Keyboardist**, demonstrating creativity and discipline in both musical and professional pursuits. **Award-Winning Sailboat Racing Skipper**, known for exceptional tactical insight and team training abilities, leading teams to success in competitive racing environments.
EDUCATION	- Bachelor of Computer Science - Northwest Nazarene University - Associate of Science, Computer Science/Music Theory - Centralia College