

# Justice Conder

Agile Coach & Blockchain Technologist



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## Summary

Experienced and driven technologist passionate about software, technology, and automation. I've built company-founding prototypes as well as lead teams in launching enterprise applications. I've built new engineering teams and scaled existing software departments into cohesive and predictable delivery systems. Dynamic, hands-on, high-energy, critical thinker and strategist. Broad-based experience analyzing, troubleshooting, implementing, measuring and solving issues within technical programs and systems. Dedicated to the success of my partners through innovative thinking and creative problem solving that sees opportunities for streamlined processes and the smart application of emerging technologies.

## Personality

Myers-Brigs: ENTJ (Extraversion, Intuition, Thinking, Judging)

Enneagram: Enthusiast / Achiever

## Certifications

- Certified SAFe 5 Agilist (Scaled)

## Work experience

2019-02 - present

### Program Agilist

UPMC Enterprises

Created and implemented the scaling strategy for the MyUPMC program (45 engineers). Reorganized all existing groups around cross-functional units (7 teams) and subject matter specialty groups (5 tribes). Founded the Agile Working Group (AWG) to collaborate with cross-department agilists and created the MyUPMC University to house all tribe learnings. Wrote the program's process handbook (MyUPMC Agility Handbook). Formulated the program's delivery metrics evaluation strategy (Data-Driven Agility). Communicated and socialized all of the above through monthly Agility talks, the corporate blog, recurring internal newsletters, and one-on-ones with product owners, engineering managers, and executive leadership.

2018-06 - 2018-10

### Team Manager

Highmark Health

Established four new scrum teams (20 people) to assist in an enterprise CMS migration. Set up all standard scrum sessions and a nexus mechanism for cross-team coordination. Created and promoted an ETL-driven approach to migration that saved time, money, and quality. Worked very closely with a delivery manager to provide maximum transparency. Documented and highlighted the need for an application state map to executive leadership.

2016-10 - Present

### Blockchain Consultant

Fraction Software

Provide consulting and teaching services to individuals and organizations seeking to understand or integrate blockchain technology. I have demonstrated knowledge and expertise in blockchain technology, Bitcoin, Ethereum, and decentralization technologies. I provide recommendations on platforms, tools,

Agile, Inc)

- Certified SAFe 5 Practitioner (Scaled Agile, Inc)
- PSM I - Professional Scrum Master (Scrum.org)
- PSK I - Professional Scrum with Kanban (Scrum.org)
- STMAC - Scrum Team Member (International Scrum Institute)
- SMAC - Scrum Master (International Scrum Institute)
- SSEAC - Scaled Scrum Expert (International Scrum Institute)
- SCAC - Scrum Coach (International Scrum Institute)
- Certified Blockchain Expert (Blockchain Council)
- Certified Blockchain & Healthcare Professional (Blockchain Council)
- Certified Cryptocurrency Trader (Blockchain Council)
- Blockchain: Foundations and Use Cases (ConsenSys Academy)
- IBM Blockchain Essentials (IBM)
- IBM Blockchain Foundation Developer (IBM)
- Blockchain & Healthcare (Udemy)
- AWS Certified Cloud Practitioner (AWS)
- Google Analytics for Beginners (Google)
- GitLab 101 (GitLab)

## Writing

The Multiple Persona Theory of Digital Secrecy

Blockchain and Serverless: A Marriage Made in Cyberspace

Cypherpunk Revolution: A Bitcoin and Blockchain Primer Book

MyUPMC Agility Handbook

Data-Driven Agility Book

A Model for Tokenized Physical Assets Litepaper

7 Power Laws of the Technological Singularity

and development resources and can outline smart contract capabilities, on-chain constraints, and the feasibility of new product concepts. Highly skilled at educating stakeholders on relevant and ongoing blockchain technology advancements and risks.

2015-01 - 2016-09

## Product Lead

33 Mile Radius

33 Mile Radius acquired Ghost Army Software and its products and made me responsible to continue their development and integration into their own existing product line. I built a small engineering team, drove the feature roadmap, and developed new POC capabilities for executive team evaluation. I created the mobile app (hybrid) and used containerization to move our primary local app to the cloud and thereby make it multiuser capable. I lead a bi-weekly executive summary meeting showcasing development progress, new features, and release updates and set up a company-wide dashboard showing app analytics and sales data.

2014-06 - 2015-01

## Developer

Sherwin-Williams

I went through my first official enterprise agile transformation during this time. Facilitated standard scrum sessions and promoted best practices with the agile coaches to leadership and my peers. Executed an emergency (24hrs) e-commerce migration by extracted existing site content as JSON and recreated the appearance using a static site generator (Jekyll) without access to the production host or database.

2013-03 - 2014-01

## Developer

Truth For Life

Handled all front-end changes to the main website and created marketing landing pages. Managed usability and cross-browser testing, as well as maintaining email drip campaign lists. Implemented GIT into our team's regular workflow boosting efficiency, coordination, and transparency. Introduced cross-browser testing (Browserstack), bug reports (FogBugz), and project tracking (Trello). Dramatically increased productivity and transparency, boosting developer and executive morale through the introduction of agile methodologies and training (LeanDog).

2011-07 - 2013-03

## Developer

Sherwin-Williams

Performed maintenance tasks on the main Sherwin-Williams site and associated partner sites. Built the multi-language European web portal through close collaboration with European partners and translation teams ensuring design and layout worked with each featured language and included information about the Sherwin-Williams business worldwide.

Is Blockchain a Fad?

The Revolution of Economy 3.0

Front-Running Defi Regulation

Scaling Scrum the Scrum Way

Computer Generated Education

SingularityHacker.com (quoted by  
ZDNet, Daring Fireball, and  
OSNews)

## Education

2009 - 2011

### Associates Degree

Stark State College

Computer Programming and Database Design

Graduated with academic distinction.