# Wade Gausden

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**Professional Profile**

After over 15 years in the IT and software development industry, I've decided to make the change and move into helping organizations find tech talent.

My extensive experience being in the hot seat all the way from SAAS startups to local government, in a wide array of roles, means I'm well placed to understand both candidates and organizations needs. We aren't recruiters who know IT, we are IT people who know recruitment, and we think that's pretty important.

**Work History**

**Contract Software Architect / Engineer**
August 2019 – Now

For the past 5 years, I have been working as a contract software architect and engineer across a wide array of businesses. From enterprise, to software consulting services, to local government. The roles below are summarized to make for easier reading, but I am always more than happy to dive deeper.

Enterprise Architect at Maritime NZ
November 2023 – October 2024
- Enterprise architecture for long term planning within the ISD team
- Technical solution architecture for Maritime NZ's "Integration Platform", built on top of Azure Integration Services
- Involved in RFQ/RFP's with external vendors, including validating architecture solutions.

Solution Architect at Auckland City Council
April 2022 – December 2023
- Large scale Web Replatform
- Moving from Sharepoint 2013 On-premise as a public website to a more suitable DXP Solution
- Technical architecture including current state/reference architecture & future state/desired solution architecture
- Involved in Auckland Council's "Lean Agile Procurement" phase, utilizing my past experience working with vendors
- Integrating across numerous technologies and platforms including Azure, AWS, On Premise Datacenter, Mulesoft, SAP, ESRI GIS, Sharepoint, Sitecore, Adobe AEM, Coveo Search

Product Architect at Wenco Mining
January 2022 – April 2022
- Smart mining solution utilizing IOT/Analytics
- Architect of Web App Identity, Authorization & Security
- Utilized Auth0 for Identity, and heavy usage of Azure API Management to limit web app surface area and centralize authorization logic

- Integration with Azure IOT Hub and Event Grid to process thousands of events per minute from remote mining equipment
- Built in C# .NET, React, Auth0, Azure

Software Engineer at Auckland Transport
September 2021 – December 2021
- Bespoke ERP solution for AT Transport
- Understanding complex contract / KPI inputs and outputs and programmatically calculating these using Excel / C#
- Built in C# .NET, Angular, Azure, ASP.NET Zero / ASP.NET Boilerplate

Development Practice Lead at Provoke Solutions
April 2021 – September 2021
- Contract role rolled into a full time role for a short time
- Provide ownership and vision to grow Provoke's Microsoft software development customer base and capabilities by developing a global centre of excellence across all aspects of the software development process
- Coach and mentor Provoke's 40+ strong engineering team across a wide array of technology, instilling an "anything is possible" attitude
- Define, develop and implement relevant practice standards, procedures and templates across Provoke's tech stack of .NET Core, Angular, Office 365 and Azure platforms.
- Provide architecture, development expertise, and engineering support to Provoke's pre-sales effort, including responding to RFPs/RFIs, estimations, client presentations, and statements of work.
- Refine and re-invent Provoke's hiring practices including introducing automated testing and in-person/screensharing technical tests, as well as refining Provoke's hiring flow to reduce time to hire.
- Provide best practice documentation and guard rails across the wider engineering group including automated UI testing (Specflow/Selenium), static code analysis (Sonarqube), fully automated CI/CD (Azure Devops), and Infrastructure as Code (Azure ARM/Bicep/Powershell)

Application Architect at Provoke Solutions / Hyperio
February 2021 – April 2021
- Application Architect for an in-browser VOIP sales cadence tool
- Architected a real time time VOIP service built into the browser with no additional installation required
- Processing of thousands of events per minute via Azure Event Grid / Azure Functions to better understand sales metrics
- Built in Angular 11, .NET Core/.NET 5, Azure, Twilio

Software Developer at Provoke Solutions / MPI
May 2020 – February 2021
- Application to manage seeds, growers, processors and merchants across New Zealand
- Complex identity and authorization management built using Azure AD B2C
- Integration with a GIS solution built using ESRI
- Complex growing rules implemented in C# / ESRI
- Built in Angular, .NET Core, Azure, Azure B2C Identity

Software Developer at Provoke Solutions / Microsoft

March 2020 – May 2020

- Building a self service content site for Microsoft Sales
- Built in Angular Universal, NodeJS, Angular, Squidex CMS, Azure B2C Identity

Software Developer at Silver Fern Farms

November 2019 – March 2020

- 4 month contract extension to build a mini self service portal SPA
- Built in C#, Angular, Azure and integrated via Dell Boomi ESB

Software Developer at Silver Fern Farms

August 2019 – November 2019

- 3 month contract to keep the train rolling as SFF locate permanent engineers
- Had to dive in to support C#, WPF/Winform Applications, ClickOnce Deployments, VSTS/Azure Devops, MSSQL, VB6 (Never again)

**Software Engineer - Timely**

March 2018 – August 2019

- Took a leap and moved to Dunedin, partly to escape the Auckland property bubble, partly to jump on board with an exciting SAAS company in Timely.
- Lead numerous mini-projects around code performance, utilizing APM tools such as New Relic and Raygun, benchmarking tools such as BenchmarkDotNet and ANTS Profiler, and SQL improvements using Azure SQL Performance Tuner.
- Lead development on Timely's internal mobile API build on .NET. Enforced API standards such as proper use of REST, JWT Authentication and API Versioning.
- Architected and lead a team to build an integration between Timely and Zapier built using .NET Core/NodeJS.

**Technical Lead – Provoke Solutions**

April 2017 – March 2018

- My role at Provoke is a unique one where I split my time leading projects, fixing failing ones, and using my past product development experience to improve technical expertise and process within a bespoke software company.
- Technical Lead for a chat bot project for a large bank. Utilized Microsoft Bot Framework, Azure LUIS (Language Understanding Service), QnA Service, Sentiment Analysis, as well as various Azure compute/storage services.
- Technical Lead on a public web and customer self service portal build for a large utilities company. Built on the Kentico platform and hosted in Azure.

**Contract .NET Software Engineer – wadegausden.com**

September 2016 – April 2017

I decided to take a step away from permanent roles and take a look at the contract market. My primary reason was to taste roles outside of my Saas/Startup/Product background, and get a feeling for how enterprises, vendors and other types of companies work.

- 3 month contract with Bartercard NZ to build an online ECommerce Platform using NopCommerce in C#/.NET.
- 2 month contract with Geographical Business Solutions to build a web backend for a GIS Farming solution in AngularJS/LESS/.NET Core.
- 3 month contract to build a SPA Self service portal for Vector Power. Leading a

team of 3 build on Azure Websites, Azure SQL, SASS/AngularJS and .NET.

- 3 month piece of work to help get various projects across the line for Re-Leased Property SAAS Platform (C#/.NET).

**Team Lead – Unleashed Software**

June 2015 – June 2016

- Started as a Senior Engineer but very quickly moved into a Team Lead role working on Unleashed's Inventory Management SaaS product built primarily on a Microsoft stack (C# MVC, MSSQL, Angular)
- Stepped into Team Lead role to lead the "System Team". The System Team is tasked with the heavy lifting of moving to a cloud provider (AWS/Azure), setting patterns for working with new technologies (Elasticsearch, Azure services, NoSQL), and other core functionality such as billing and deployment.
- Moved legacy applications to better utilize Azure PaaS offerings such as Azure Service Bus, Storage Queues, Blobstorage and Web/Worker Roles.
- Lead the drive for better CI driven from Teamcity and attempted the move to use tooling such as Chef to give us more predictable deployments and environments.
- Provided direction for development processes such as branching strategy, deployment processes, and team building.

**Senior Engineer - Findly**

October 2013 – June 2015

- Senior engineer working on Findly's suite of candidate sourcing SaaS products built using C# Web API as a backend for SPAs, but with many other non Microsoft technologies supporting it.
- Worked extensively in cloud environments such as Azure and Amazon AWS (Including the migration from Azure to AWS). Utilized cloud technologies such as AWS EC2, AWS S3, AWS RDS, Azure Storage Queues and Azure Web/Worker Roles.
- Large use of NoSQL technologies such as MongoDB and Elasticsearch, alongside traditional relational databases such as Azure SQL and PostgresSQL.
- Part of the drive for better microservices architecture with single API's being used for mobile and web.

**Software Developer – Various (Magnet Design, KRevo, Bauer Media)**

March 2010 - October 2013

- Got my start working on a variety of projects, most notably for Bauer Media, the largest magazine publisher in NZ.
- Lead developer for Autotrader.co.nz. NZ's largest motoring classifieds site. Built on .NET, SOLR, Endeca and MSSQL.
- Worked on numerous projects for Magnet Design with some of NZ's leading agencies (Ogilvy, Salt and Tango)