John A. Flores

23416 Edens Canyon, San Antonio, TX 78255
Phone: 210-387-1530 | Email: johnaflores@gmail.com | https://www.johnaflores.com/

OBJECTIVE

To secure a challenging position that enables me to apply my technical, leadership and project management skills to the development of marketing and training solutions that will help grow and expand an organization's capabilities and client relationships.

SKILLS AND STRENGTHS

- Staff development and supervision
- Technical project lead experience with the ability to both manage and execute technical development.
- Project Management experience, setting up and managing project execution.
- Experience with SCRUM development methodology
- Proficient in scoping and estimating projects.
- Experience analyzing RFPs and providing development estimates and technical solutions.
- Excellent client communication skills
- Client interaction and new business development
- Extensive experience in the creation of user-centered interactive and educational media
- Team player with the ability to work in a fast-paced deadline driven environment.
- Attention to detail and time management skills
- Adept at anticipating, identifying, and creatively solving technical problems.
- Concept and Interaction Design experience
- Unity and AIR-based IOS mobile application development experience
- SCORM Compliance
- Object Oriented Programming/Design
- ADA and Section 508 Compliance experience
- Adobe Creative Suite After Effects, Audition, Illustrator, InDesign, Photoshop, Illustrator, Flash, Captivate, Storyline, Camtasia, Presenter, Connect, Edge, Articulate, Joomla, WordPress, Xcode, VBS2, Unity, Teleplace, JIRA, Subversion, Office, Mac and PC
- C#, PHP, Java, C++, ActionScript, AIR, XML, JavaScript, JQuery, HTML5/CSS3, XSL/XSLT

PROFESSIONAL EXPERIENCE

Digital Wake, LLC   2015 – Present
Managing Member

Management:
- Manage a team of talented Graphic Designers and Programmers responsible for the creation of custom web solutions.
- Responsible for Interviewing and hiring new team members.
- Mentor development team and provide process and development support to new members.
- Conduct employee performance appraisals, including 90-day reviews, annual reviews, and growth plans.
- Manage and review company financials.
- Manage payroll and subcontractor relationships.
- Define the company's direction and goals based on treads or evolving industries.
- Project Management

Business Development:
- Analyze RFP requirements and provide technical solutions and development estimates for proposals.
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- Lead the research and development effort to identify new innovative interactive development methods.
- Client demonstrations and technical support
- Development of a Proposal template
- Closing new business
- Building and maintaining client relationships

Operations:

- Develop code alongside a small team of developers and designers while working towards the successful completion of client projects.
- Manage solution development with clients such as Valero, H-E-B, Rackspace and TED.
- Communicate effectively with clients and teammates to plan project goals, budgets, schedules, expectations, and work breakdown structures.

ICF International Inc   **2017 – Present**
Senior Software Engineer

Provide technical expertise to identify the most effective solution for our clients. Requirement's analysis, systems and technical design, product development, and quality control testing. Support Proposal development with technical solutions and time estimates.

Project Specific Support -

Army Research Institute Ft. Benning – Designing Interactive Assessment Tools
Responsible for collaborating with the client, subject matter experts, and instructional design and assessment professionals to develop an interactive observational assessment and data analysis solution. Responsible for engineering and development of a solution based on the client's technical requirements. This project has specific focus on helping to support the Expert Infantry Badge (EIB) program, which was established in 1943 to assess and award US Army Infantry soldiers for proficiency in infantry skills. [An Interactive Assessment Tool for the Expert Infantry Badge Competition: Design, Development, and Evaluation](#)

Developer, ARI - TRAIN 2 - JEM Mobile Training IOS Application (Unity3D iOS Application).
The JEM Mobile Training IOS Application was a mobile IOS application that allowed soldiers to become familiar with the base functionality and assembly of the Army JTRS Enhanced Multi-Band Inter/Intra Team Radio. This application was developed in Unity to provide a realistic user experience. Performed as a developer on the project. Coordinated with other team members to engineer, develop, and test a Unity mobile application that simulated the Army JEM Radio.

FDIC - How Money Smart Are You? (Storyline, Usability Testing)
Responsible for supporting the development team and building courseware while working with the Project Manager and Instructional Designers. Supported the team with optimization of Storyline packages for deployment and usability testing. Performed onsite usability testing and captured results for improvement using the initial module development.

Spouse Resiliency Toolkit (WordPress)
Responsible for the development of a web-based solution for the Air Force. The purpose of the modules in this training is to enhance your ability to withstand, recover, and grow in the face of stressors and changing demands in your life.

MTS Technologies, Inc. / NCI Information Systems, Inc. / Karta Technologies, Inc.   **2001 –2017**
Creative Development, Manager *(MTS Technologies, Inc.)*

Management:
- Manage a team of talented Graphic Designers and Programmers responsible for the creation of highly interactive web-based-training programs using Unity, HTML, Flash and other Adobe web suite tools.
- Responsible for Interviewing and hiring new team members for the Creative Development team.
- Mentor development team and provide process and development support to new members.
- Conduct employee performance appraisals, including 90-day reviews, annual reviews, and growth plans.
- Establish and train client site development teams (State Farm, FAA)

Business Development:
- Analyze RFP requirements and provide technical solutions and development estimates for proposals.

- Lead the research and development effort to identify new innovative interactive development methods.
- Support new business development team with onsite client demonstrations and technical support.
- Responsible for the development and maintenance of the website used for client demonstrations.

Operations:
- Develop code alongside a small team of developers and designers while working towards the successful completion of Unity and Flash based projects.
- Develop Flash-based courseware templates and high-level functionality used in training programs for such clients as State Farm, SBC, McKesson, USAF, United States Army, DISA, DISAII, EOP FAA, Southwest Airlines and other Fortune 500 companies.
- Communicate effectively with Project Managers and teammates to plan project goals, budgets, schedules, expectations, and work breakdown structures.
- Ensure developed content adheres to client-specific standards and best practices.
- Work with designers and programmers to develop creative direction and original concepts.
- Interface with clients during kick-off meetings and throughout the overall development process
- Project Management experience utilizing onsite and remote full-time and contractor team members.
- Development team has won several Brandon Hall eLearning Awards over the years.

Creative Development, Director *(NCI Information Systems, Inc.)*	2006-2010
Production Manager/Creative Development Manager *(Karta Technologies, Inc.)*	2004-2005
Assistant Technical Production Manager *(Karta Technologies, Inc.)*	2003-2004
Multimedia Developer/Lead Technical Developer *(Karta Technologies, Inc.)*	2001-2002

EDUCATION

B.A.A.S., University of Incarnate Word, San Antonio, TX, 2010
A.A.S. Computer Programming, San Antonio College, San Antonio, TX, 2000

AWARDS AND PUBLICATIONS

2021 Brandon Hall Gold
Best Advance in Diversity and Inclusion Innovation
Project: Flourish Agenda HCE Courseware and LMS
Role: Project Manager & Courseware Developer

2019 Brandon Hall Silver
Excellence in Corporate Initiatives
Project: H-E-B Health Coach
Role: Project Manager & Adobe Animate Developer

2019 An Interactive Assessment Tool for the Expert Infantry Badge Competition: Design, Development, and Evaluation
Sponsor: Army Research Institute
Role: Senior Software Engineer

2014 Addy Silver AAF San Antonio
Campaign
Project: Rackspace - E-Learning White Papers
Role: Tech Architect

2014 - The Learning Awards - Gold
External Learning Project of the Year
Project: Toolwire - Let's Talk
Role: Flash Programmer

2013 Addy Bronze AAF San Antonio
Advertising and Promotion
Project: Rackspace Hosting - SharePoint Quiz
Role: Flash Programmer

2013 Addy Gold AAF San Antonio
Advertising and Promotion
Project: Rackspace Hosting - Geek Gift Guide
Role: Flash Programmer

2012 Brandon Hall Gold
Best in Extended Enterprise Learning
Project: MTS - 68G - A Day in The Life
Role: Tech Architect & Flash Programmer

2008 Adobe Site of the Day Award
Project: PayPal Safety Training microsite
Role: Flash Programmer