

GEOFF MAZEROFF

Software Engineering and Organizational Improvement Leader

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summary

Engineering leader with 15+ years of experience building modern systems and elevating teams in highly regulated environments. Combines deep technical expertise with coaching, systems thinking, and a human-centered approach to leadership. Skilled in AI-supported engineering practices, SDLC modernization, and cross-functional collaboration. Known for reliability, clarity, and helping teams grow stronger, faster, and more aligned.

skills/training

- .NET, C#, React, TypeScript, Angular
- AI: ChatGPT, GitHub Copilot
- Engineering leadership, coaching
- Application architecture, SDLC, testing
- GitHub, Jira, JetBrains tools, VS Code
- Confluence, Trello, Miro, Monday
- Agile frameworks (Scrum, Kanban, SAFe)
- Governance, risk, compliance (GRC)
- CompTIA Security+ (exp. 2029)

experience

Professional Software Consultant; Lean TECHniques (Des Moines, IA); Feb 2025-present

AI Enablement Coach, Fortune 500 Fintech Company (May 2025-present)

- **Coached 20+ engineering teams** through embedded AI enablement, pairing directly on real work to accelerate delivery and improve code quality.
- **Achieved major time savings**, including: log triage **2.5 hrs → 30 min**, common coding tasks **3 days → 30 min**, and COBOL tracing **3+ hrs → 2 seconds** via an AI-assisted Python workflow.
- **Led ensemble/mob programming sessions** to introduce teams to the GitHub Copilot ecosystem (IDE plugins, chat modes, custom instructions, Coding Agent).
- **Introduced context engineering** and taught disciplined SDLC practices (TDD, CI/CD, review hygiene) to ensure AI enhanced engineering maturity.
- **Conducted modernization workshops**, including the Gilded Rose kata for legacy refactoring and support.
- **Established reliable measurement loops**, using estimation vs. actuals and qualitative insights to quantify time saved and inform enterprise reporting.
- **Tech:** GitHub Copilot (IDE plugins, chat modes, custom instructions, Coding Agent), context engineering, Atlassian MCP; Java, Python, React, COBOL; AWS; LeanIX; NextJS; ServiceNow; JetBrains IntelliJ, VS Code

Software Engineer, Regional Auto Parts Distributor (March-May 2025)

- **Delivered enhancements** to a client web app, improving salesperson productivity and user workflow clarity.
- **Reduced IT support load by 1–2 hours per week** by enabling users to resolve common tasks independently.

- **Improved documentation and communication**, reducing rework and strengthening alignment with stakeholders.
- **Tech:** C#, .NET, JavaScript, React, React Testing Library, Jest, GitHub Actions, GitHub OIDC, Azure, Docker.

Training

- Deep Dive: Boosting Developer Productivity with AI (Dometrain)
- Testing in Python 3 (Pluralsight)
- AI Engineering: Building Application with Foundation Models (O'Reilly)
- 28 modules in the Software Engineers Learning Plan (LinkedIn Learning, Pluralsight) covering cloud, GenAI, data, and AI adoption
- Vibe Coding (IT Revolution, 2025)

Software Engineering Manager; RegScale, Inc. (Knoxville, TN); Aug 2022-Feb 2025

- **Led and coached a 5+ person R&D team**, providing weekly 1:1s, clear expectations, and tailored guidance that elevated performance and accountability.
- **Built the company's first performance-management system**, introducing structured self-assessments, formal reviews, and continuous-feedback workflows that improved clarity and alignment.
- **Standardized RegScale's engineering knowledge base (Confluence)** by defining organization-wide structure, creating core SDLC and engineering-playbook content, and improving documentation quality across teams.
- **Raised engineering rigor through 2,000+ GitHub PR reviews**, delivering same-day feedback that improved code quality, reduced rework, and drove consistency across the C#, EF Core, TypeScript, and Angular stack.
- **Shipped 5–10 releases per month** as part of the Release Team while leading swarm efforts for high-priority launches.
- **Captured and analyzed engineering impediments**, driving visibility to leadership and proposing solutions with the potential to improve productivity by ~30%.
- **Introduced systematic engineering practices**, including a comprehensive code-review checklist and the team's first unit-testing initiative (XUnit, NSubstitute, Shoudly) to raise standards and reduce defects.
- **Facilitated cross-functional product and process alignment**, including Scrumban ceremonies, bug/enhancement prioritization, internal training workshops, and project management for organizational-alignment meetings supporting executive decision-making.
- **Tech:** .NET 8, C#, EF Core, SQL Server, TypeScript, Angular, XUnit, NSubstitute, Shoudly, JetBrains Rider; Confluence, Jira, Miro, Monday; GitHub, Docker.

Agile Coaching Director :: Process Improvement Director; Lirio, LLC (Knoxville, TN); Dec 2019-Aug 2022

- **Redesigned organizational workflows**, moving from siloed departments to cross-functional teams and improving alignment across leadership, engineering, and product.
- **Coached directors and managers** on modern Agile practices and Azure DevOps, improving portfolio visibility and decision-making.
- **Authored foundational Confluence content** (roles, workflows, metrics) and launched guilds that unified architectural and quality practices.
- **Improved enterprise planning**, facilitating 12+ SAFe program increment (PI) cycles and driving behaviors that strengthened readiness and cross-team communication.

- **Built a learning-focused culture**, delivering coaching, workshops, and 70+ trust-building 1:1s that improved communication and organizational clarity.
- **Led organization-wide process improvements**, maturing system design reviews, requirements flow, technology acquisition, metrics, and leadership operating cycles.
- **Enhanced planning efficiency** by designing a pre-PI planning framework.
- **Strengthened systems-level understanding** with a company-wide process flow map that clarified bottlenecks and dependencies.
- **Improved coordination and documentation**, managing Technology's Confluence space and embedding with IT, Growth, and People & Culture to streamline workflows and expectations.
- **Tech:** Confluence, Azure DevOps, Miro, Trello, Mentimeter, SAFe

Senior Software Developer :: Team Leader; DPRA, Inc. (Knoxville, TN); Nov 2015-2019

- **Directed delivery for a mission-critical military logistics system**, serving as Team Lead/Scrum Master, guiding architecture decisions, and ensuring coordinated communication across product, engineering, operations, and executive stakeholders.
- **Improved systems clarity and execution**, documenting complex workflows, breaking down major features, and promoting peer code review practices that elevated quality and reduced delivery risk.
- **Led and developed a 6-person engineering team**, driving coaching, performance management, and professional growth while institutionalizing monthly 1:1s across the department.
- **Strengthened engineering excellence** by defining the project team leader role, improving onboarding and hiring processes, and mentoring developers in standards, workflows, and metrics.
- **Advanced organizational process maturity**, contributing to the company's CMMI-DEV Level 3 and ISO 9001:2015 certifications, and co-managing the ISO project from initiation through audit readiness.
- **Provided cross-functional leadership** as Chair of the Management Review Team, facilitating executive-level reviews on quality, risk, and customer satisfaction.
- **Supported strategic growth** by estimating effort for 50+ features across contract proposals, contributing to competitive positioning and bid readiness.
- **Tech:** WPF, MVVM Light, Prism, .NET 4.7 (VB.NET), Entity Framework, SQL Server, DevExpress WPF controls, MS Test, Moq, and TFS 2015.

Software Engineer :: Senior Software Engineer :: Team Lead; Daxor Corporation (Oak Ridge, TN); Sept 2008-Nov 2015

- **Led development and delivery across multiple diagnostic and hardware-integration projects**, serving as team lead and architect for major releases of the Blood Volume Analysis (BVA) product and end-of-life hardware migration efforts.
- **Improved architectural quality and system clarity**, conducting deep dives into legacy code, documenting complex workflows, remediating design flaws, and championing domain-driven design principles.
- **Elevated engineering capability** by mentoring developers, enabling junior team members to lead internal projects, and promoting a strong peer-review culture to improve code quality and reduce risk.
- **Established a structured software development process**, adapting Scrum/Kanban, defining leader responsibilities, and introducing a maintainable internal wiki to capture "tribal knowledge" and improve team collaboration.
- **Designed and executed critical systems and tools**, including an identity-verification algorithm for radiological components, automatic outlier-exclusion logic using regression techniques, and prototypes for alerting, amputee workflows, and order-history capabilities.

- **Strengthened deployment and support operations** by creating deployment workflows for manufacturing and field upgrades, and by designing training and update tools for major customers.
- **Enhanced cross-functional alignment**, serving as the communication hub across engineering, QA, support, product, security, and management, and leading on-site beta testing with major clients to validate releases and gather improvements.
- **Led hardware-integration initiatives**, collaborating with vendors and internal engineers to build interfaces for new MCA hardware, identifying and correcting numerous architectural issues, and enabling further vendor expansion and testing automation.
- **Tech:** WPF, .NET 4.0 (C#), SQL Server Express, WCF, domain-driven design (DDD), Telerik WPF, MS Test, NSubstitute, SQL Source Control, Mercurial, Jenkins, Jira; C++ (interop)

education

- **M.S. in Computer Science**, University of Tennessee – Knoxville
- **B.S. in Computer Science** and **B.A. in Music**, Furman University – Greenville, SC

certifications & engagement

- Security+ (SY0-701); since 2016, exp. 2029
- Speaker at tech conferences and lunch & learns; panel and podcast guest
- Facilitator for a community book club (2019-2021)
- Lirio Culture Ambassador; 2020