

Jim Argabright

Director of Software Development

jim@jimargabright.com

Summary

Senior Software Engineering Manager with extensive experience in software development, QA, and customer support.

Expert at creating new teams, improving employee morale and driving productivity.

Received the highest "Management Excellence" ratings for entire organization.

Highly skilled at managing teams of engineers, mathematicians, and programmers of all skill levels, from BS to PhD, from junior to senior.

Highly experienced at handling and resolving "customer facing" issues.

Specialties

Exceptional people management skills

Experienced in all phases of software development

Strong technical / engineering background

Meticulous attention to detail

Extensive customer facing experience

Highly experienced at managing remote and international teams

Software Patent in the field of 2D/3D computer graphics

Certified Java Programmer

C/C++, Java, Fortran, Java3D, OpenGL, HTML, XML

Unix, Solaris, Windows, Six Sigma

Experience

Software Engineering Director at Sun Microsystems

2005 - Present (2 years)

Engineering Director of "MDE Vertical Markets", a team of 27 engineers, mathematicians, and programmers with an annual budget of \$4 million. Team dedicated to the creation, porting and performance tuning of C/C++ and Java software applications in the science and engineering technical markets. Provided engineering resources to ISVs (Independent Software Vendors) to add new functionality, improve performance, assist in certifications, and drive new technology adoption. Handled all customer facing issues with respect to stability and performance issues.

11 recommendations available upon request

Senior Software Engineering Manager at Sun Microsystems

1998 - 2005 (7 years)

Senior Software Engineering Manager of “MDE High Performance Technical Computing”, a team of 16 engineers, mathematicians, and programmers dedicated to the creation and performance tuning of software applications in the scientific and engineering vertical markets (MCAD, MCAE, and PDM)
6 recommendations available upon request

Software Staff Engineer at Sun Microsystems

1996 - 1998 (2 years)

Staff engineer in High Performance Technical Computing (HPC) with a special emphasis on high-end 3D computer graphics.

Software Engineer at Sun Microsystems

1992 - 1996 (4 years)

Software engineer specializing in high end 3D graphics and customized display lists for the MCAD vertical market.

Software Engineer at PDA Engineering

1989 - 1992 (3 years)

Software engineer for the design and coding of 3D graphics pre and post processors for Patran, a FEA (Finite Element Analysis) software application, for both the Sun and SGI workstations. Wrote the first commercially viable 3D driver for the Sun workstation.

Software Engineer at Philips Ultrasound

1988 - 1989 (1 year)

Project lead for the design and coding of the realtime display of Doppler data (blood flow direction and velocity) for the Philips Platinum ultrasound medical scanner.

Software Engineer at Northrop Corporation

1983 - 1988 (5 years)

Developed and maintained software for the simulation, analysis and graphics display of jet engine and aerodynamics performance data for the B2 bomber.

Education

Brigham Young University

BS, Mechanical Engineering

Honors and Awards

US Patent #6392665 for "Capture Mechanism for Computer Generated 2D and 3D Images"

Sun MDE Engineer of the Quarter

Certified Java Programmer

Interests

Management techniques

Time Management

Cycling (both MTB and Road)

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17 people have recommended Jim

"Jim is undoubtedly one of the finest managers that I have ever worked for. Thorough and goal oriented, he has a talent for attracting and retaining senior contributors by a combination of setting goals, asking for their best, listening to their input and trusting that they will deliver. He kept skills sharp by running contests where his performance guys vied to top each other in writing the fastest, leanest code. Not surprisingly, his Market Development Engineering teams had a remarkable record in retaining Sun's high performance computing partners - even during the dark days when Sun suffered from wretched performance. Very simply Jim's teams followed his ethos of taking great pains with partners to insure that their applications ran best on Sun. Jim appreciates hard work, productivity and expertise, and he gets it from his staff. His groups have been consistently among the most successful in supporting Sun's vertical ISV's."

— **Jim Wright**, *Senior Solutions Architect, Sun Microsystems - Market Development Engineering*, reported to Jim at Sun Microsystems

"Jim was a business-oriented engineering manager. He looked at every project and made decisions from the perspective of the business benefits it would or would not provide, not just if it was a "cool" engineering project. It provided me with a technical colleague that I could trust to make the right business decision."

— **Stephen Kimmey**, *Manufacturing Segment Manager, Sun Microsystems*, worked with Jim at Sun Microsystems

"Jim Argabright is an exceptional manager who understands technology, keeps an eye on the bottom line, and values his employees. He pushes his people hard, but is reasonable and fair. Jim earned my deepest respect and admiration, and I am confident that he will exceed all expectations in his future endeavors. With out hesitation, I recommend him to anyone."

— **Dennis DeRyke**, *Software Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

"I worked with Jim from the mid-90s through 2003 when Sun was trying to maintain its presence in technical markets while loosing ground in SPARC processor performance. Jim's focus was application tuning and performance analysis. I first worked with him as a engineer, then as a group manager. Jim staffed a very strong group of individuals who were outstanding contributors to our performance tuning objectives. Their combined work maintained significant revenue for Sun. The

business area Jim's team worked on in MCAD, MCAE and EDA contributed \$2-4B in revenue to Sun, so maintaining application performance was critical. What impressed me most about Jim was his ability to attract and maintain a staff of engineers who were all outstanding performers, and keep them motivated and enthusiastic about their work. Jim's employees were very loyal. I believe this is because of Jim's strong work ethic and decision making skills. Of all the people I've worked with at Sun, Jim is at the top of the list, for hard work and someone you can count on."

— **John McGuigan**, *Global Alliance Manager, Sun Microsystems*, worked with Jim at Sun Microsystems

"To this day I have not met any manager or director who is as organized, goal-driven, and most importantly, as honest as Jim Argabright. He has the unique ability to understand corporate direction and apply it to his organization's goals and tasks. As my manager, I felt that Jim always looked out for his staff by seeking ways to adhere to their interests and to promote their career growth -- yet still able to drive productivity. Jim is a unique and rare individual and I highly recommend him to anyone"

— **Asif Habibullah**, *Member of Technical Staff, 3, Sun Microsystems, Inc.*, reported to Jim at Sun Microsystems

"I have worked in the same organization as Jim for many years and have worked directly for him during the past two years. Jim has that very rare combination of top quality engineering experience and knowledge as well as highly developed managerial and organizational skills. I have witnessed his skill in building a large engineering team and his ability to bring together diverse teams (Financial Services, Government, Manufacturing, and Education vertical engineering groups) as part of a larger Director level organization. His leadership, strong integrity, engineering knowledge, and organizational skills produced results and strong loyalty from his team. Jim fosters growth, innovation, and productivity within the team and sets an example with his good natured drive and energy. I highly recommend Jim and would gladly work with him again."

— **Matt MacLeod**, *Sr. Software Engineering Manager, Sun Microsystems, Inc.*, reported to Jim at Sun Microsystems

"As a Director, and more importantly as a leader, Jim set the direction for the team and then empowered his senior engineers and managers to take charge and execute. He always emphasized the success of the team and how it contributed to Sun's bottom line. He's not only good at managing down, but also at managing up. Jim is honest, straightforward, and fair. It speaks for itself that there was no attrition in the team with Jim at the helm."

— **Venkata Yella**, *Staff Engineer, Sun*, reported to Jim at Sun Microsystems

"Jim was a superb leader, first as a manager and then as an engineering director. From dealing with balky ISVs to obtaining needed resources from our own management, he demonstrated both

technical and business leadership. He quickly sizes up organizational and technical problems. He is an excellent communicator. As a manager he's clear and transparent in defining and rewarding success. I heartily recommend Jim for any management position."

— **Tom Gould**, *Software Engineering Manager, Sun Microsystems/Market Development Engineering*, reported to Jim at Sun Microsystems

"I've known Jim for 12 years, first as a fellow engineer, then as my manager, and finally as my director. Jim in very short order became the most skilled manager of a large elite cadre of engineers and the envy of the other departments. He is effective, smart, technically knowledgeable, straightforward, and fair. Jim was always very business like and never harbored a hidden political agenda. He was polite, respectful, and kind to everyone working for him. The productivity of Jim's team was unsurpassed. I can say unequivocally that he was one of, if not the very best Director I've ever worked for. "

— **Ian Matchett**, *Staff Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

"I worked for Jim at Sun Microsystems for about 9 years. He's by far the best manager I've ever worked with during my 20-year career. He has excellent interpersonal and leadership skills and was always able to keep us motivated and on track. He has great organizational skills which enabled him to assign resources and prioritize tasks that ensured quality and guaranteed the project's success. He always clearly communicated project objectives, challenges, and scope changes which made it easy for us to perform our job. Most importantly, he was simply inspirational to be around."

— **Jimmy Xu**, *Staff Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

"I've worked with Jim for close to 12 years: first as a fellow engineer, then he was my immediate manager, later a director in charge of a larger group. Jim Argabright is the best manager and director I've ever worked for. Whenever I had a chance, I always gave him a *perfect* rating as my manager and director. Specifically, he has always always been effective, smart, technically knowledgeable, straightforward, fair, immune to political shenanigans, polite, respectful, and kind to everyone working for him."

— **Greg Nakhimovsky**, *Staff Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

"Jim constantly strives to develop both himself and his employees. He is a focused, results oriented, and dedicated individual always looking for ways to improve. His casual yet precise managerial talents make him a strong and integral member of the team."

— **Kem Hazarika**, *Software Engineer, -*, reported to Jim at Sun Microsystems

"I was a direct report to Jim for 7 years; 2 years as a consultant followed by 5 years as a full time employee. I joined Sun as a full-timer because I wanted to be part of a winning team, and Jim

managed a winning team. Jim kept his employees focused and motivated with his personal integrity, sincerity, honesty, and clearly communicated vision. Additionally, his engineers were able to trust in Jim's leadership because he was technically competent, having retained his engineering skills. We were both loyal and highly productive. I would enthusiastically recommend Jim to any organization."

— **Jeff Taylor**, *Staff Engineer, Sun Microsystems, Inc.*, reported to Jim at Sun Microsystems

"In my entire 23 year engineering career, Jim Argabright is by far the best manager I have ever had. I have worked for three different companies and have not observed any manager exhibit the type of superior management qualities that Jim possesses. The productivity and morale of those Jim manages surpasses every other group in the company. Jim works for the success of his employees and at the same time drives the company's bottom line. Without hesitation, I recommend Jim to anyone."

— **Craig Winter**, *Staff Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

"Jim is an awesome person to have in the team. He has the ability to make complex situations really simple. He has the uncanny ability and simplistic approach to articulate a goal for a large team, and lead them to successfully achieving the goal. Results driven person, and nothing is impossible for him."

— **Sujeet Vasudevan**, *Senior Engineering Manager, Market Development Engineering, Sun Microsystems*, worked indirectly for Jim at Sun Microsystems

"Jim is a great asset to any team. You will not be able to find anyone who is more dependable or more loyal. He leads by example and by action. His integrity and his people management skills are legendary. Yousef"

— **Yousef Yacoub**, *Sr. Director of SW, Sun Microsystems Inc.*, managed Jim indirectly at Sun Microsystems

"Working for Sun Microsystems in France, I reported to Jim for four years. Jim is the best manager I ever had, with a natural talent for motivating people and getting the best out of them. He is reliable, result-oriented, and very disciplined. He showed a strong ability to work in an international and cross-cultural environment. I strongly recommend Jim!"

— **Thierry Manfe**, *Software Engineer, Sun Microsystems*, reported to Jim at Sun Microsystems

[Contact Jim on LinkedIn](#)