

# Robert S. Sciuk

**Systems and Business Analyst • Principal Consultant • Software Developer**

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## Director, Technical Services

Software architect, developer and entrepreneur with extensive experience mastering projects of progressively difficult scope and technical complexity. Co-founded a successful software company (SSG/Innovus) that grew from six to 60 employees. Continued as key technical contributor after company was sold to Legato Systems (EMC).

- Launched Control-Q Research in 1996, a successful IT and business consultancy that defied the tech bubble by setting up a profitable business model from day one.
- Identifies and unlocks a company's critical business processes and systems; then applies optimum blend of technology and personnel to propel the business forward.
- Thrives on tough technical and business challenges.
- Master team builder and motivator with strong leadership skills – identifies top talent and coaches team members.

## Areas of Expertise

Business Analysis and Requirements Gathering • Systems Analysis and Design • Software Development  
Third Party Solutions Identification and Evaluation • Disaster Planning and Recovery • Data Storage and Archiving • Database Architecture • Performance Analysis • Product Support Services • Customer Presentations and Communications • Technical Project Management and Scheduling • SDLC • Technical Personnel Management • Software Portability

## Professional Experience

### **CONTROL-Q RESEARCH INC, Oshawa, Ontario**

**1996-Present**

*Management, software and IT consultancy focused upon small-medium businesses*

#### **Principal Consultant**

Designs, implements and tests solutions in numerous areas, including: Web CMS development; unique inventory catalog systems; network infrastructure; POS software deployment. Conducts ERP software selection and planning and analyzes software deficiencies. Devises backup and disaster recovery planning implementation and testing. Conducts IT/CTO personnel selection process.

- Established a successful consulting business, starting from scratch, with numerous clients including: Blastech, Kirby Structures, North Port Trailers, La-Z-Boy Furniture Galleries, T.F. Warren Group, Ippolito Fruit and Produce, Legato Systems/EMC, Minitab, ITML, and many smaller organizations.
- A particular focus upon storage management, backup and recovery, content addressable storage facilities, consumer image management, database technologies and software development.
- Designed application generation tool – for any OS platform and database – that automatically creates GUI forms CRUD applications based upon proprietary Q-Schema meta-data dictionary.
- Designed/implemented prototype-embedded controller – including relay control unit – for automated industrial batch fluid delivery system.
- Open systems advocate, and FOSS expert.

### **LEGATO SYSTEMS (now EMC), Hamilton, Ontario**

**1996**

*EMC-Legato is a leading software development company, specializes in storage, backup, data recovery and information life cycle management.*

#### **Member Technical Staff, Legato Systems (1996)**

Following the sale of Innovus to Legato, managed transition of key corporate financial systems, product-software licensing database, corporate contracts, staff assignments and fiduciary obligations.

- Successfully gathered, compiled and defended R&D tax-credit submissions.

- Performed mainframe scalability testing for core Legato software at HP Labs (Cupertino); wrote a scalability analysis used to design next generation product.
- Aided in personnel and accounting information transition (ETL) to new corporate systems.

### **Innovus, Inc, Hamilton Ontario 1984-1996**

*Innovus was a consulting and software development company spun out of McMaster University, involved in software development, and world-wide distribution and support of top tier software products from such partner companies **Novell, Legato Systems, SPSS, SIR/DBMS, Minitab, UCLA** among others.*

#### **Director, Technical Services, Innovus (1990-1996)**

Engineering lead, ultimate project responsibility and responsible for ongoing relationships with strategic partner companies.

- Responsible for staffing, project management, software development, support and distribution of all software products (minimum 5 concurrent projects at any given time representing over 60% of corporate revenues) and a staff of approximately 25 software engineering FTE's.
- Created a proprietary software licensing mechanism to enable a tiered distribution model that allowed software trials, permanent licensing and fine-grained incremental feature control.
- Conceived and designed a data-driven SCSI robotics controller for tape storage jukeboxes and mass storage devices that drastically reduced time to market for new storage vendor/device support. Used data-driven universal driver rather than hard coded drivers.

#### **Manager, Technical Services, Innovus (1987-1990)**

Managed all software development engineers and directed projects that generated approximately 70% of total company revenues. Grew technical team from 2 full time employees (FTEs) to over 30. Provided technical leadership; taught systems architecture; advanced use of compilers, debugging tools, source management techniques and fault isolation skills. Activities included staffing, provisioning, development, test and release.

- SDLC responsibility for various projects including NetWare for HP-UX, SPSS, Minitab, BMDP, SIR/DBMS, Sys-Stat and 20/20 Spreadsheet.
- Responsible for IT support and systems management for entire company.

#### **Tech Support/Systems Analyst, Innovus (1985-1987)**

Provided pre- and post-sales support as sole technical support and training representative. Activities included statistical DBMS (SIR/DBMS), consulting services, database design, and in house training and support for contract clinical trials data management. Key clients included Astra, US Census Bureau, Kidd Creek Mines, Boehringer, Montreal General Hospital, Texas A&M.

#### **Senior Programmer/Analyst and Company Principal, Statistical Software Group (1984-1985)**

Co-founded SSG, a spinoff company that leveraged programming expertise acquired from CEB projects at McMaster University. Developed compiler tools that helped manage source code and "virtualized" memory in a constrained memory environment (FORTRAN, SPL, C). Changed name to Innovus (1985).

### **MCMASTER UNIVERSITY, Hamilton, Ontario**

**1981-1984**

*Department of Clinical Epidemiology and Biostatistics (CEB)*

#### **Programmer/Analyst**

Joined small group of programmers and collaborated with Dr. Gary Anderson (faculty world renowned CEB). Wrote integration software (C/SPL) for project – multi-million source lines of code (FORTRAN) – that migrated SPSS / Minitab / BMDP from IBM mainframe to HP 3000 (MPE-V/XL) / HP 9000 (HP-UX).

### **Technical Skills**

System Administration (Windows/Linux/Unix) • Programming (C, C++ SQL, Tcl/Tk, SQL, PQL, PHP, Ruby, awk, shell, FORTRAN, Forth, assembler etc) • Web Programming (HTML, CSS, XML, Ajax, jQuery, Drupal, javascript) • Relational Database • GUI development (X, Windows, Mac OS/X, Palm/OS, Tcl/Tk Glade) Embedded development (C, Forth, Assembler, Free-RTOS)

### **Education**

B. Sc Biology, McMaster University (1981)

*Molecular Genetics and Ecology with heavy concentration in statistics, modeling, computer science and math.*