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PROFESSIONAL OBJECTIVE

I'm seeking to leverage my leadership experience in product management and product development in solving challenges for excellent companies. Typically, these roles are Chief Product Officer, Chief Technical Officer or VP of Engineering.

EXPERIENCE SUMMARY

I have over 20 years of leading all aspects of technology-based product development and delivery. I've had roles in R&D, product management, sales, IT management, manufacturing, customer support and challenging leadership positions at troubled companies and organizations. I've performed at early startups and Fortune 50 companies, and everything in between. My skill set includes:

- Developing software through the full lifecycle
 - Leading, developing and mentoring managers
 - Leading technology turn around successes
 - Agile/Scrum, Lean Startup and Theory of Constraints methodologies
 - Embedded systems, SaaS and evolving from embedded to SaaS.
 - Developing business & technology strategies
 - Managing complex projects
 - Providing software architectural guidance
 - Improving software quality
 - Delivering on-time, under budget with quality
 - Machine Learning models and integration
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PROFESSIONAL EXPERIENCE

FIRSTAWARE, INC.

Mar 2019 – Oct 2019

Chief Product Officer, McKinney, TX

I moved to FirstAware as part of the founding team of this early startup. This was a hands-on role and allowed me to test methods for producing high product value with short schedules and using a small team and small capital outlay. We completed the first production release of the product, but seed funding was exhausted in October, resulting in shutting down the company.

The FirstAware product integrated video, audio, IoT sensors and actuators, and building management systems into a single, intelligent safe/smart building system. The system utilized machine learning, rules management, floor plan management and mass notification to provide system status and automated actions for building management and situational awareness for first responders.

- Product and project managed, built the team, provided technical oversight, created the system object model, machine learning integration and solution architecture.
- Served as primary voice of the customer. Working directly with insurance companies, building managers, mechanical/electrical/plumbing/HVAC engineers, police and fire departments.
- Led our small team to create a production level, release 1.0 Universal Building Automation System (UBAS), from start to finish in six months.
- Utilized a combination Agile/Lean Startup/Theory of Constraints methodology for product delivery.
- Major technologies: Python/SciKit, LoRaWAN, OAuth2, MQTT, REST, Azure, Docker, Angular 7, Redis, Java, MongoDB and MariaDB.

Vice President of Engineering, Westford, MA and Allen, TX

I was recruited to Mutualink to address a similar challenge that the initial Taqua Systems had faced; issues with product development and producing a sellable product. I reported to the CEO and was a company officer. Mutualink produced an embedded communications system that provided radio and video interoperability for public safety.

- Revolutionized the main product of the company from a hardware centric embedded system to a secure, private cloud based, mobility, SaaS product. This included product managing and leading the implementation.
- Introduced Agile, Scrum and Theory of Constraints.
- Supported exponential growth in end points sold and delivered. From 250 to greater than 10,000.
- Responsibility included Software Development, Product Management, Project Management, New Product Introduction, Quality Assurance, Customer Support, Data Center Management, Network Management and DevOps.
- Multi-locational R&D and product leadership, including outsourced development teams.
- Grew the team from 14 to 50 in product development and support, opened the Allen R&D center, while managing an \$8M budget.
- Major technologies: C++ on Linux, Java on Linux, Windows, MacOS and Android, and Objective C on IOS, REST and Reddis.

TAQUA, LLC. (acquired by Sonus/Ribbon Communications)

Apr 2007 - Sep 2012

Executive Vice President of Product Development and Operations, Richardson, TX

I was part of a small team that purchased the former Taqua assets from GENBAND in 2007. I reported to the CEO and was a company officer.

- Supported the growth of revenue from \$4M/year to \$17M/year in less than three years.
- Led R&D, Customer Support, Order Realization, Program Management and Manufacturing.
- Led R&D through the creation of Wireless Backhaul and the Wireless media gateway products as well as the acquisition of the Tata Systems.
- Grew the staff from 12 to 50 over the course of 5 years, while managing an \$8M budget.
- Opened the Toronto R&D center, Acton R&D center, adding to the Hyannis and Richardson R&D and Richardson warehouse locations.
- Utilized Agile/Theory of Constraints for software delivery.
- Major technologies: C++ on Unix

TEKELEC (switching business acquired by GENBAND)

Apr 2004 – Apr 2007

Vice President of Engineering, Plano, TX

Tekelec acquired Taqua and reorganized the switching business unit. I was given responsibility for R&D for all soft switch development (Taqua R&D, plus the former Santera soft switch). I reported to the Business Unit General Manager.

- Led a worldwide team of 7 directors and 170 engineers in systems engineering, software development, hardware development and system test.
- Introduced Agile/Theory of Constraints across all organizations within the business unit.
- Supported over \$150M in revenue.
- Managed a \$30M budget.
- Major technologies: C++ on Unix

TAQUA SYSTEMS, INC. (acquired by Tekelec)

Dec 2001 – Apr 2004

Assistant Vice President of Product Development, Richardson, TX

I was hired by the Chairman of the Board/Interim CEO after Taqua was recapitalized in the fall of 2001. There were severe quality and feature gaps limiting sales of the telephone switch product that they sold. The entire R&D team had been furloughed for two months by the time I started in December. This was a great challenge.

- Partnered with the VP of Sales, while product managing and leading the R&D team in turning around the product quality on feature content.
- Introduced Agile/Theory of Constraints across the company for our product delivery process.
- Led 5 direct report managers (and 70 software developers) in Richardson and Hyannis.
- Grew revenue from less than \$1M in 2001 to \$20M in 2004.
- Sold the business to Tekelec for \$100M after only two years after recap and \$40M invested.
- Major technologies: C++ on Unix.

LUCENT TECHNOLOGIES INC. (acquired by Alcatel, then Nokia)

Sep 1995 – Aug 2001

Director, R&D Software Quality and Software Engineering Tools, Naperville, IL 1999-2001

Led a worldwide team of 6 managers and 80 software professionals supporting software development quality and tools. Managed all development processes, statistical process/quality control, quality auditing, process/quality improvements and software engineering tools used within the business unit. Oversaw a \$29M budget, supporting \$5B in switching revenue.

Chief Information Officer & Senior Manager, Columbus, OH

1998-1999

Developed and directed a worldwide team of 7 managers and 150 IT professionals, providing the information technology needs for the five Lucent Wireless manufacturing centers supporting \$4.6B in revenue and managing a budget of \$18M.

IT Technical Manager of Software Development, Omaha, NE

1995-1998

Developed a leading-edge software development team for the Connectivity Solutions Manufacturing Unit, leading 24 software developers, supporting a \$1B revenue stream, providing 24x7 application support and managing a \$2.5M budget.

CADRE TECHNOLOGIES (acquired by IBM)

Sep 1993 – Sep 1995

Principal Sales Engineer, Schaumburg, IL

Excelled at providing technical sales support, as a member of the Midwest region team, selling Computer Aided Software Engineering (CASE) tools. Provided consulting and training in software development methodologies (object oriented and structured), development processes and the use of CASE tools.

AT&T BELL LABORATORIES

May 1987 – Sep 1993

Senior Software Engineer (Member of the Technical Staff), Naperville, IL

Led commercial embedded system software development teams in intelligent network, call processing and database telephony applications in C on Unix RTR. Led software design process improvement teams.

EDUCATION

Master of Business Administration, University of Nebraska at Omaha

Master of Science, Computer Science, University of Kansas

Bachelor of Science, Computer Science, University of Nebraska at Omaha

AFFILIATIONS

Boy Scouts of America - Eagle Scout

Upsilon Pi Epsilon – Honor Society in the Computing Sciences

John Maxwell Team – Speaker, Trainer and Coach