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# Oshri Cohen - Senior Technologist and Executive

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## Executive Summary

19 years of SaaS and enterprise software development, **10 years of technology leadership** defining technology product features, technology stack, architecture, advising on UI/UX, translating customer feedback to technical roadmap and managing releases.

Over my career I have presided and was actively **involved in the full product lifecycle of 15 digital products, from ideation through to commercialization** and improvement cycle. Across the Market Research, E-commerce B2C/B2B, HealthTech, Manufacturing, Distribution, Banking industries and internally used applications for medium to large organizations.

I am an entrepreneur at heart and I bring the “entrepreneur” skill set with me. I owned a custom software consulting firm focusing on the Microsoft stack and implementing Microsoft Dynamics CRM. I also had a startup in pre-seed phase.

**I am the person who thinks critically about the business impact of technology and makes decisions accordingly as an avid student of game theory, I ask the questions that no one thought to ask in order to bring about an optimal outcome.**

I thoroughly understand the cost of every line of code by leveraging my experience to foresee issues in maintenance, cost overruns and other issues such as user adoption and training for example.

## EXPERIENCE

### Roles and Responsibilities

Sales, Marketing, Technology Solutions Architecture (Pre-Sales and execution), Startup entrepreneur (pre-seed could not reach product market fit), Development team manager, Directory of technology, Chief Technology Office, technology Consultant, Strategist, Advisor to C-Level, expert full stack developer (.Net and nodeJS), SQL Server DBA.

Scrum Master, Software Architect, Team Leader, Trusted advisor to executive branch, Entrepreneur, Software Development teacher (volunteer), Coach, Mentor, Pre-Sales, Client Facing Consultation, RFP/RFI Writing and answering, Enterprise Software Selection, DBA, CTO, Directory of Technology, Organization wide technical tactician.

### Technology Mastery (19+ Years)

.Net (C#), T-SQL (SQL Server), MongoDB, ASP.net, nodeJS, IIS, Azure Cloud, RabbitMQ, Azure Service Bus, Messaging Architecture, Reactive Architecture, Real-time systems, Cloud to on-premise integration, Microsoft Dynamics CRM, API Framework development, ReactJS (5 years), Typescript, HTML5, Javascript, SSIS, SSAS, SSRS, JSON, XML, XSLT, ETL Processes, SOAP (Microsoft and IBM variants), memcache, redis, Jira, Agile and Kanban Development, JQuery, Ajax, Encryption(many variants),MASA Architecture, REST, SOA, Clouds and On-premise Event & Local Stores, CQRS, REST API, API Gateway), Microservice Application Framework, Container Frameworks (Docker, Kubernetes), Monitoring (e.g. APM).

### Technology Exposure (5+ Years)

Python, Perl, R Scripting (Data Analysis), Tableau, Xamarin (IOS/Android), AWS, Google GCP, MySQL, VMWare, powershell, Linux (Ubuntu), Docker, Hortonworks Hadoop, Spark, Pig, Microsoft Sharepoint, Angular, Hadoop, Kafka, pig, spring, hive, google dataproc.

## **Principal IT Strategy Consultant (Contract) - Talsom, Montreal**

October 2018 - May 2019

- **Client Facing**
  - Owned client relationship for mandates 6-8 months
  - Lead all client facing activities (Workshops, status meetings, deliverable review)
  - Coached, Mentored, Consulted with Client C-Level leadership.
  - Executed an Run-Grow-Transform (RGT) analysis, COBIT 5 assessment
- **Deliverables**
  - Designed 3-5 year IT strategy roadmaps for >\$500M organizations
  - Designed IT team to be able to meet organizational business strategy and objectives (Target Operating Model)
  - Executed discovery, requirements refinement, RFP production, vendor demos for ERP software selections

## **IT Strategy Consultant (Contract)- Leger Marketing, Montreal**

May 2018 - August 2018

- **Executive advisor**
  - Consulted with CO, COO, CFO to determine 3-5 year objectives and align IT accordingly.
  - Advised CTO as to budget requirement, team structure, product roadmap
- **IT Strategy**
  - Identified business operational areas that could be improved with technology
  - Designed the 3 year technology implementation and development roadmap
  - Estimated effort, cost and opportunity cost of not evolving the technology.
  - Defined Buy / Build / Buy and Integrate (Hybrid) technology acquisition guidelines
  - Ran workshops with all major functional business units (Marketing, Sales, Operations, Administration, HR...)
  - Executed an Run-Grow-Transform (RGT) analysis, COBIT 5 assessment
- **Technical**
  - Defined parameters for proof of concept
  - implemented proof of concept with code level integration as a one man team.
  - Defined work plan for development team

## **Director of software development, architecture and client implementation- Leger Marketing, Montreal**

May 2016 - May 2018

- **Product Leadership**
  - Designed product strategy and roadmap for client facing custom BI web application development (This was later changed to off the shelf BI and integrated)
  - Consulted with marketing and sales concerning the roadmap
  - Acted as principal product manager
- **Department Leadership**
  - Designed and implemented deployment, development, QA and support processes in line with business requirements
  - Designed a Bi-modal proactive development department that split team into
    - Service Creation: new feature development
    - Service Delivery: maintenance, support, customer requests
    - Service Innovation: a small team that looks at different ways to improve a process or technology.
  - Promoted individuals that had management capacity to team leader and scrum master as the team grew
  - Instilled methodologies such as Agile (Kanban) for maintenance and waterfall for new product development/client implementations.
  - Defined formal career path review every 6 months to ensure the team was satisfied with the work assigned and still engaged.
  - Maintained an open door policy.
- **Hiring Manager**
  - Defined the hiring strategy, in this case all developers had to be full-stack given the limited resources.
  - Designed revolving door intern program with Concordia University and ETS. Interns where coached as to their career path and guided as such with a minimum of 2 hours a week spent with a technical expert on the team.
  - Hired development team from zero to 10
  - Instilled a 70/30 junior to senior ratio
- **Principal Developer and Lead Architect**
  - Designed core architecture
    - Data model, back-end and front-end architecture, mobile application architecture, cloud and on premise hosting from Azure cloud.
  - Designed Core Messaging architecture for cloud-to-on-premise integration via RabbitMQ
  - Installed proper architectural patterns using .Net for backed, Typescript/ReactJS for front-end
  - Maintained extremely lean tech stack and only implementing technologies that have been around for at least 3 years and have a proper resource pool availability in the Montreal market.
- **Coach And Mentor**
  - Coached and mentored my team and when necessary educated them about core concepts they needed to know.
  - guided my team to become more autonomous and make their own decisions, within a year I was no longer involved in day to day activities and could focus on higher level activities such as strategy and product direction.

## **Chief Technology Officer (CTO) – Medfar Clinical Solutions, Montreal**

Jan 2014 – May 2016

- **Department Leadership**
  - Defined team structure, job role requirements, employee skill set and profile requirements.
  - Worked with the Quebec government to acquire Dossier Sante Quebec (DSQ) certification.
  - Distilled legal requirements into technical requirements and split across agile sprint based process.
  - Defined data governance
  - Defined disaster recovery strategy and ran:
    - Every 2 months a “soft” failure with a mock client on staging infrastructure
    - Every 3 months a “hard” failure with a mock client on production infrastructure
    - Every team member had to be able to diagnose and bring infrastructure back online according to their responsibilities. Up until the point where we needed a full-time data center administrator as the primary fail-safe with the team and secondary.
- **Hiring Manager**
  - I wrote job descriptions, filtered through candidates and ran overall hiring process
  - Created a technical evaluation test which scored candidates across back-end, front-end, architectural, data layer, analytics knowledge
  - Ran formal review process every 6 months that also covered employee ambitions
  - Placed administrative processes to ensure that private patient data was never viewed by anyone. In any event it was encrypted.
- **Coach And Mentor**
  - Coached and mentored my team and when necessary educated them about core concepts they needed to know.
- **Client Facing**
  - Communicated with key clients (Hospitals and major clinics) to ensure implementation success
- **Principal Developer and Lead Architect**
  - Designed and executed strategy to migrate from monolithic Silverlight code base to an HTML ReactJS/Typescript microservice based system
  - Designed API microservice architecture
  - Modeled the data layer in SQL server
  - Designed caching strategy while remaining compliant with government regulations
  - Designed and architected an event-based rabbitMQ backed microservice architecture for communicating with client PCs to support physical USB key authentication requirements by the Quebec government “DSQ Key”.

## **Principal Architect - Agility Metrics, Montreal**

Jan 2011 - Jan 2014

- Principal Architect
  - Designed and developed Analytics system used to deliver insights
  - Designed and developed SQL Database layer
  - Designed and developed API system for real time insights
  - Designed and developed front-end, back-end architecture

## **Chief Technology Officer and Founder - NuvoIT, Montreal**

Jan 2007 - Jan 2011

- Designed, Developed and Marketed innovative recipe management system (Like Wordpress) CMS
- Designed, Developed, Consulted and Sold Microsoft Dynamics CRM+Sharepoint Based Solutions
- Designed, Developed, Consulted and Sold custom software solutions based on the Microsoft Ecosystem
- Handled quarter million dollar accounts.

...Previous experience removed for brevity...

## **EDUCATION**

### **Mcgill University, Montreal - Degree in Business Administration**

2006

### **Self-taught - Software development innovations**

2001 - Present

I never stop learning by keeping my knowledge up to date on the latest trends and how they can be applied.

### **Self-taught - Game Theory**

Currently studying the application of game theory in the technical space.

## **Volunteering**

### **FounderFuel Mentor, Montreal - Mentor early stage startups**

2017 - 2019

**Various startup executive boards, Montreal - act as expert technologist to assist early stage startups up to the point that they hire a CTO.**

2017 - present

**Montreal CTO meetup, Montreal** – *Co-organize a meetup of startup CTOs on a bi-monthly basis*

2015 – present

**Kids coding teacher, Montreal** – *I teach kids how to code at my local library*

\*\*\* Starting Sept 2019