

KAREN C. MICHEL

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SENIOR SOFTWARE ENGINEER

TEAM LEADER | SOFTWARE & SYSTEMS IMPLEMENTATION | AGILE SCRUM MASTER

Intuitive, team-oriented, and dynamic **engineering team leader with secret clearance** and **20+ years of cumulative experience** in strategic planning, integration, business analysis, project management, and revenue cycle management. Exceptional business acumen in streamlining operations, driving processes, optimizing productivity, and leading change from broad-based viewpoints. Analytical problem-solver with **comprehensive technical knowledge** and **proven track record of successful and timely project implementation**. Key visionary in overseeing project scope development, functional management, and continuous process improvement.

CORE SKILLS & SECTOR KNOWLEDGE

Project Lifecycle Management • Risk & Opportunity Management • Cost & Schedule Development & Management • Continuous Process Improvement • Presentations • AGILE Coaching • AGILE Scrum Master • Proposals • Change Management • Strategic Planning & Execution • Metrics • Continuous Integration • Subcontractor Management • Internal Quality & Government Audits • System Trade Studies • Process Tailoring • Requirements Management & Analysis • Software Architecture • Satellites, Missiles, & Control Systems

TECHNICAL PROFICIENCIES

MS Office • MS Project • VersionOne • JIRA • SEER-Sem • DOORS • Risk Management Tool • Subcontractor Performance Tool • Cost & Schedule Variance Analysis Tools

PROFESSIONAL EXPERIENCE

SNA SOFTWARE, El Segundo, CA

2016-Present

BOEING, Huntington Beach, CA

1997-2016

"Karen's experience, technical competence, and quick intellect allow her to offer solutions and insights in-line with her job classification." – Performance Evaluation at Boeing

Senior Software Engineer, AGILE Coach & Scrum Master, Talon HATE (2014-Jan. 2016) • **Senior Software Engineer, Integrated Product Team Lead (IPT)-JENM** (2010-2012) • **Senior Software Engineering, Deputy IPT Lead - iGPS** (2008-2010) • **Senior Software Engineering, Software Cost & Schedule Development – GPS III Proposal** (2007-2008) • **Senior Software Engineering, Spacecraft Software IPT Lead - Orbital Express** (2001-2007) • **Senior Software Engineer, Software IPT Lead – classified program** (1998-2001) • **Senior Software Engineer** (1997-1998)

Promoted through various senior engineering roles during 15+ year tenure with largest global aerospace company and top manufacturer of commercial jets and defense systems.

- **Leadership & Plan Execution:** Served as Integrated Product Team (IPT) Team Lead and Deputy IPT Lead to develop and manage both large and small software teams. Products included satellites, network communications, image processing, and control systems. Directed teams through implementation of AGILE methodologies with key areas of focus in change management, release documentation, team metrics, and coordination. Successfully improved productivity by more than 500%. Customized software development and configuration management plans to optimize key practices. Successfully completed numerous government, Boeing corporate, and software quality audits, including Integrated Baseline Review (IBR) after just 2 months on program.
- **Functional Management:** Oversaw employee hires, staff assignments, college recruiting, manpower forecasting, performance reviews, program reviews, and employee awards.
- **Project Management:** Managed 39 software developers across 3 sites and oversaw 6 subcontractors with \$24M+ total software budget. Performed cost and schedule analysis, and risk and opportunity management with daily customer interaction. Managed bi-weekly scrum of scrum meetings, monthly customer meetings, variance analysis, metrics, and team re-structuring. Completed projects on time and 5% under budget.

- **Innovative Success:** Granted government acceptance of AGILE cost accounting methods. Oversaw software architecture trades, requirements tracing, change management, arbitrating scope between teams, software process tailoring, customer presentations, numerous deliverables, and teammate coordination. Served integral role in gaining approval to organize team by scope which resulted in improved visibility and barrier removal. Successfully completed software radio communications program on schedule and under cost with 191% productivity improvement. Successfully completed on-orbit demonstration of autonomous satellite servicing, including rendezvous, capture, fluid transfer, and subsystem replacement via robotic arm.
- **Proposal Development:** Supported numerous new business efforts through development of technical baseline, basis of estimates and integrated schedules for multiple program elements, including software development, software and system integration, simulation, and formal software testing.

LOCKHEED MARTIN (F/K/A Loral & Ford Aerospace), Huntington Beach, CA

1995–1997

Software Functional Manager

Managed 18 software professionals in broad-based areas, including embedded real-time software development, systems engineering, simulation development, and software configuration management. Planned all division capital acquisitions. Assigned personnel to programs. Reviewed program performance monthly. Executed performance reviews, raises, awards, and staff reductions.

Key Projects:

- Oversaw software design and implementation for SRAW missile contract. Managed cost account management, hiring and oversight, customer presentations, timing analysis, documentation, verification, configuration management, proposal preparation, and flight test data evaluation.
- Oversaw software implementation for F/A-18 targeting pod and image processing IR&D efforts.
- Reviewed technical content and proposal affordability.

SELECTED HONORS & AWARDS

- **Earned Value Management, Silver Medallion Certificate**, Boeing
- **Engineering Excellence Team Award**, JENM (2012)
- **Software Productivity Excellence Cash Award**, JENM (2012)
- **\$19.5M Proposal Modification Increase Cash Award**, JENM (2011)

EDUCATION & TRAINING

B.S., Information and Computer Science – University of California

First Line Supervision Certificate – National Management Association

TRAININGS & SEMINARS

Intro to Management • Systems Engineering Leadership • Satellite Communications • Multi-sensor Fusion • SEI Level 5 Ranking • Boeing Software Agile Process (BASP) Training • Scrum Master • Scaled Agile Framework • Proposal Development • Ethics • Configuration Management • Technical Writing • Computer Aided Software Engineering (CASE) Tools • Cost Account Management & Integrated Product Teams (IPT)

CO-AUTHORSHIP

Airborne Target Feature Extraction and Tracking for Gate Size Maintenance and Terminal Aimpoint Determination
(<http://spie.org/Publications/Proceedings/Paper/10.1117/12.944868>)

MEMBERSHIPS & VOLUNTEERING

- International Council on Systems Engineering (INCOSE)
- Agile and Lean Software Development
- Boeing Leadership Association of Southern California

- Water Polo Board, Secretary, Millikan High School
- Club Water Polo, Fundraising Focal, Winterfest
- Softball Scorekeeper, Youth League