

JOE A. DELUCA

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PROFESSIONAL SUMMARY

An application developer that has experience with highly interactive applications and games for desktops, mobile devices, and web platforms that either interface with learning management systems or directly with databases. Experience encompasses SQL database programming, applications development, mobile and game development, web and multimedia development, graphic design, 3D modeling and animation, and video editing.

TECHNICAL SKILLS

Programming Languages	Software	Databases
C# for ASP.NET and Unity3D	Visual Web Developer	SQL Server
PHP	Visual Studio	SQLite
HTML 4,5 and Css 2,3	SQL Server Management Studio	SQLiteStudio
JavaScript, AJAX	IIS, Apache	MySQL
Dojo, Jquery, Mootools	Eclipse for JEE, Android, and Python	MySQL Workbench
Java	Animate CC, Flash Builder	Access
Actionscript 2, 3, Flex	Dreamweaver, Net Beans	PostgreSQL
Vbscript for Classic ASP	Illustrator, Inkscape	PHPMyAdmin
XML	Photoshop, Gimp	Lotus Notes 8.2
Python		

Individual Accomplishments

- Supported Learning Development, Leadership Development, and Talent Development at HUB International with project management, programming, and software solutions for talent, human resources, and learning objectives.
- Achieved a 3.94 GPA while accomplishing a Master of Science in Information Technology degree.
- Created emulator software for the MQ-9 Reaper Ground Control Station called the MQ-9 Menu Trainer. The software emulated the drone controls for operating the aircraft, optics, communications, weapons, and information tables. It also included the weapons display functionality used for weapon inventory, configuration, and setup of Hellfire missiles and GBU-12 bombs.
- Developed the content management linking system, article purchasing systems, article forums, administration reports, blogs, and mass emailing system for Psychiatrist.com and PrimaryCareCompanion.com.
- Contracted with Smith & Nephew and UT Cancer Institute on several contracts for web applications, web design, 3d animations, and video. Included database-driven content, appointment request workflows, web sites, and multimedia cds.

PROFESSIONAL EXPERIENCE

1/2015 – 8/20/2019 HUB International

Senior HRIS Analyst (7/2018 – 8/20/2019)

Support Human Resources and the Talent team with solutions using Workday, Moodle, SharePoint, and Adobe Connect.

- Develop project plans, requirements documents, and test plans.
- Configure Performance Review and Quarterly Check In templates, Feedback, Succession Planning, business process security, and notifications.
- Create custom reports, job guides, and video tutorials for HR Leads to learn and self service their region.
- Update user profiles in Skillssofts Percipio and Moodle as well as getting monthly usage reports.
- Create and administrate HR SharePoint site with sub-sites for Talent, Compensation, Payroll, Benefits, M&A, Field HR, and HRIS. Developed the custom master page to use images, styles, and brand standards of hubinternational.com. The HRIS Support site was designed to be a ticketing system for handling HRIS requests.
- Administrate Adobe Connect for 11 named host and provide support.
- Setup Courses in Moodle so HR Leads can enroll students in a variety of courses from insurance to sexual harassment. Provide support for getting reports, enrolling students, and adding activities for course completion.

Learning Systems Application Developer (1/2015 – 7/2018)

Support Human Resources, Learning Development, and Leadership Development with web applications, learning management systems, and content management systems.

- Implemented the open source Moodle LMS with single sign on using Microsoft ADFS.
- Developed custom themes for Moodle, SharePoint, and Wordpress.
- Managed the architecture, design and coding of web applications from concept to finished product in order to provide for the needs of the Learning Development and Leadership Development team.
- Created applications for mentorship program, emotional intelligence assessments, prime management, talent appraisals, and the hub leadership program for managers.

1/2012 – 2016 Crew Training International, Inc.

eLearning Programmer

Responsibilities include programming and applications development in support of the eLearning department and the Learning Solutions team as well as for Business Development initiatives.

- Programmed the MQ-9 Menu Trainer emulator of the MQ-9 Ground Control Station software used to fly, operate optics, and launch weapons for the MQ-9 Reaper drone. Designed for students to practice procedures on their laptop computers since time in the simulators was limited.
- Created various games and mobile applications for Business Development to demonstrate the capabilities of CTI Level 4 Interactivity. These projects included the CRM Toolkit(mobile android application), UAV Recon(mobile tablet 3D game), CommQuest (mobile and tablet game), FAA Demo (3D game), Gray Eagle: Flight Check(3D game), and Gray Eagle: Guided Emulator(2D emulator game)
- Worked with instructional designers to develop a highly interactive course named eCRM and deployed in our Moodle LMS. Programmed an interactive game for one of the modules, the user interface, and database functionality.
- Managed ctilearningsolutions.com. Responsibilities included:
 - Created a custom theme for the LMS using css and php.
 - Administered, managed, and enrolled users in the course.
 - Created and setup eCRM course. Included testing and creation custom dynamic Certificate of Completion.
 - Setup and tested paypal payment solution for selling the eCRM course through the paypal plugin of Moodle.

12/2008 – 1/12 Physicians Postgraduate Press, Inc.

Developer/Programmer/Administrator

Accountable for maintaining applications, websites, users, and databases, as well as, creating reports and exports for data, adding new features to current systems, programming new applications, and reprogramming old systems into asp.net applications. Primary websites are psychiatrist.com, cmeinstitute.com, and primarycarecompanion.com. Applications and duties include:

- Maintain our users table and all of our databases data. Add any new columns to the table when required. Restore users table and it's defaults, indexes, and triggers if needed. Create Triggers, functions, and stored procedures for inserting, updating, deleting, and formatting data for use in reports and applications.
- Improve systems for efficiency and error handling. Increase speed in generating complex reports by using TSQL Programming with Stored Procedures to iterate through tables and to generate tables for getting formatted and pivoted data out of SQL.
- Create scheduled tasks, when needed, for having the server perform tasks on a timed schedule.
- Maintain old applications and add features as the application evolves to meet the new site requirements and functionality
- Create reports and statistics on activity data, user data, and evaluation data.
- Develop new applications as needed
- Developed the document archive content management system, document purchasing systems, Self-Assessment survey test taking application, Performance Improvement activity, webcast registration, Bright Path registration, MedPageToday automatic registration, More Count page read, Administration pages, and reports for each.

10/2008 Signature Advertising

Flash Programmer

Contracted to develop a Flash application written in Actionscript 3 and Flex for Homewood Suites. The application developed was an ordering system for select employees to order a custom picture with designer frame of their choosing. It used Actionscript 3 and Flex with a php and mysql backend and was completed in 2 weeks.

03/2008 – 09/2008 National Bankers Trust

Designer/Developer

Contracted to develop the front end design and development of the BiGS application and the company Intranet. The Business Information Guidance System (BiGS) was an online cash management system for managing cash flow, budgeting expenses, paying bills, and managing fuel cards. The front end interface of BiGS was constructed using the Adobe Creative Suite 3 Web Premium and Domino Designer and had a Lotus Notes and Lotus Script backend. It was designed with HTML, JavaScript, flash, Lotus Notes forms and views.

08/2001 – 2004 **Z-Dime Inc and JoeGraphic**

Designer/Consultant/Owner

Freelanced graphics, web programming, video editing, and animation for all media. Developed client project requirements, project plan, assess budget and scope of projects.

Clients included:

- Clients included : Fire Mountain Marketing, Inferno, UT Cancer Institute, and Smith & Nephew.
- Develop web pages and organize content for targeted web marketing campaigns and search engine optimization.
- Worked with Inferno to maintain the Smith Nephew brand requirements for multimedia and web applications.
- Created UT Cancer Institute website and web applications. Included appointment request application with approval workflows, database driven content, and permission based content administration.
- Worked with Smith & Nephew on products: Accuris, Cofield 2, Jet-X, Trigen, Jax.
- Created 3D animations of surgical techniques for knee, hip, shoulder, and an external fixation device. The animations were implemented as video with voice overs and included in a multimedia interface for distribution as enhanced cd.

EDUCATION

2013-2015

NOVA SOUTHEASTERN UNIVERSITY

Master of Science in Information Technology

- Concentration in Application Development
- 3.94 GPA out of 33 hours
- Classes included Software Development, Multimedia Development, Android Development, Database Systems, and Web Services to name a few.

1997-1999

EAST TENNESSEE STATE UNIVERSITY

Bachelor of Science in Engineering Technology

- Concentration in Engineering Design Technology
- Participated in Advanced Visualization Lab
- Classes included Project Management, Technical Illustration, Photo Editing, Multimedia Design, Flash Animation, Web Design, 3D Modeling, 3D Animation, and Video Editing and Effects.

1994 – 1996

UNIVERSITY OF TENNESSEE

- Engineering studies included statics, calculus, and drafting.
- Graphics design studies included 3d design, painting, and color theory.
- Kappa Alpha Order Fraternity