

SUMMARY

29 years full stack dev and lead experience, 6 years ML/AI. Tech and people lover. Adapts and thrives independently and collaboratively. <https://linkedin.com/in/scottermonkey>. Motivated, well-rounded, innovator.

People skills relevant to leadership and working with others: Author of *A Practical EmPath: Rewire Your Mind* book. 19 years' study, practice, and teaching of interpersonal skills, including leadership, group dynamics, mediation, and conflict resolution; *improves interfacing with clients, team members, and management.* 29 years' leadership experience related to software creation, training, mentoring, communication, media, and community health. Over 35 years of technical writing. [A couple hundred examples.](#)

- **Python** since 2015: [web dev](#); automated testing; Flask; concurrency/multi-threading; RESTful API; OCR; NLTK; PyTorch; Scikit-Learn; Pandas.
- **2018-2024 designed**, coded, trained **EmpathyBot ai.**
- **Machine learning LLMs** since 2018: Claude2, OpenAI GPT-3.5-turbo, GPT-4, GPT-4-Turbo prompt engineering; extensive API use; creating experts, chatbots; VAs; RAG; Vanna; PyTorch; applications integration.
- **Full stack development** since 1995: Planning, designing, budgeting, building web/db & SaaS apps; built full-featured WYSIWYG CMS in 1996.
- **Front-end** since 1995: JavaScript, HTML, CSS; [UI/UX Design and build](#); Adobe Animate; AEM; Photoshop; usability; SEO; 2D/3D animation.
- **Database** design/use/ETL since 1994: PostgreSQL, SQL Server, MySQL, MS Access.

LEADERSHIP HIGHLIGHTS

Senior Python Developer for AdhereHealth, LLC - Part of multiple Jira Agile teams. Sometimes led, sometimes followed. Strategy, collaboration, coding to automate complex processes. Browser automation, automated testing, web scraping, file handling, PDF analysis, pattern recognition. Trained offshore team. Architecture. Used GPT-4 prompting to assist planning and code/data analysis. AWS Services to interpret and automate. Pair programming. See "Technical Highlights" for primary solutions built.

Lead/Architect/Full Stack Dev for Baystar Printing - Completed many projects for them and their clients, including: Managed Russian and Indian teams to build a Craigslist-like site. Various other web/database projects for Baystar's clients during this period. Built a mobile app to display listings from the [Nutshell](#) site database. Much managing/planning/creation of architecture, road maps, timelines, and budgeting.

Operations Director for LightFaktor - Increased overall company health. Created processes for streamlined client/vendor communication, led team-building exercises, mediation, increased productivity. Built [Project Management](#) app to increase order and efficiency.

Co-founder/Architect/Lead for Wired Banks - Led team to create web/database application for matching buyers and lenders, facilitating immediate pre-approval for purchasing of cars online.

Currently leading "Practical Empathy Group" (based on my book) (Founded May 2015) - Free meetup group as facilitator/trainer/leader; 2100+ members. Created sister group in Acapulco, Mexico in 2017.

Currently leading "Voluntaryists of Austin" (Founded Dec 2014) - Free meetup group; 1100+ members.

TECHNICAL HIGHLIGHTS

Created and trained an NLP ML/AI model (@ [OceanMedia](#)) for converting assertions of Universal truth into phrases that recognize responsibility; turning evaluation into cognitive empathy. Solution 2018: [version 1] Designed, coded, trained <https://EmpathyBot.net>, a conversational natural language processing model using my custom home-brewed latent semantic indexing-like ML pattern-recognition model that creates empathetic replies, especially to undiplomatic assertions or self-deprecation. 2020: [v2] Integrated Python's NLTK/Scikit-Learn to increase sentiment accuracy. 2023/8: [v3] Runs results through a Python microservice I created that queries the OpenAI API (GPT-3.5-Turbo & GPT-4 models) to scrutinize and further increase response efficacy, created API in that Python app to expose its functions to ASP application. Used Langchain before moving back to direct API calls. **2023/10: [v4] "Automated therapist/coach/VA"** version on web & Telegram bot. 2023/11: [v4.5] converted to GPT-4-Turbo. 2024/01: [v5] Incorporating Retrieval-Augmented Generation (RAG) to increase domain knowledge and reduce use cost.

Automated POS data processing (@ State Park Grocery, TX): Challenge: Process 1000s of XML and PDF files (unpredictable structure) from POS system. **Solution** 2023: Built a Python app to fully automate reading the files, copying data into a database, data analysis, move completed files, saving the store hours a week of data entry.

Automated invoice processing (@ AdhereHealth): Challenge: hundreds-per-day PDF prescription invoices with inconsistent structure, previously processed manually by Finance Department. Solution 2023: Built a Python app to

fully automate image pre-processing, text detection (regions), text recognition (OCR), restructuring (assign coordinates to the recognized text regions), post-processing, and finally, SQL to write to database.

Created AWS patient records processing pipeline (@ AdhereHealth): Challenge: hundreds of thousands of patient records submitted with varied structures previously requiring hours of expensive manual processing. Solution: automated cloud pipeline (using AWS Lambda, Glue, Boto3, Athena, Textract, S3) to get CSV files, recognize fields present/missing, validate, fix data formatting & order, restructure, create logs, feedback, results to S3 bucket.

TIMELINE: FREELANCE, CONTRACT, OLDER (more details provided upon request)

- 2018-2024: AI Integrator/ML Dev as freelancer. Creation of ML-based apps, including chatbot & custom GPTs.
- 2022-2023: Senior Python Dev for AdhereHealth. Details above.
- 2023: Python Dev for State Park Grocer. Details above.
- 2022: Python Dev for [Rapid7](#). Rewrote DevSecOps/Cybersecurity app (multi-system vulnerability, fault-analysis of API data, reporting) to increase performance, modularity, usability. Added multi-threading (Concurrency Futures).
- 2021: Web3/Blockchain API Developer for Paluritano. Created Python application to mine data from the Hive blockchain, automate API querying to analyze, tally rewards, and create reports for user accounts.
- 2019-2020: Architect/Full Stack Dev for [Road & Yard Masters](#) - freelance client. Planned, designed, and coded a web browser-based and screen-size responsive [inventory management system](#) using Python, Flask, JS/HTML/CSS, and Postgres. Extensive API creation/use. Full stack. Also used Photoshop to design their logo and [web site](#). Automated many processes, saving money and manpower.
- 2015-2023: Dev/Designer. Designed and coded "NVC Play to Evolve" Android mobile educational game on Google Play Store, responsive web-app version at: [EmpathyBot.net](#). Python, Classic ASP, MS Access, Postgres, JS.
- 2016-2019: Lead/Architect/Full Stack Dev for Baystar Group. Details above. Python, ASP.net, SQL Server.
- 2015-2016: Architect/Full Stack Dev for Roo Delivery. Designed/built [web-database Delivery Logistics app](#) to automate client & broker delivery requests, driver assigning, routes, loads, tracking. Python, Classic ASP, JS, Excel, MS Access, SQL Server.
- 2014: Operations Director for LightFaktor. Details above.
- 2013: Contract Dev for Schlumberger: Created and modified applications to automate and analyze tens-of-thousands of MS Excel workbooks of oil and gas industry data (petroleum engineering), run calculations, validate data accuracy, copy modified data into SQL Server. Used ASP.Net and VB.Net.
- 2007-2014: Technical Consultant and Webmaster for Texas Gulf Bank: Rebuilt site into my CMS, enhanced security.
- 2002-2013: Consultant/Dev for PhD Bookbinding.
- 2000-2011: Tech Consultant/Dev for Independent Bankers Association of Texas (IBAT).
- 2000-2010: Consultant/Dev for OSSSI, Florida. [KaraokeUSA.com](#). Web site, database, and animation.
- 2000: Contract Dev for IBM.
- 1999-2000: Lead/Webmaster for Trilogy. UI, UX, usability, accessibility, SEO, team building, and team leadership.
- 1998-1999: Co-founder/Architect/Lead for Wired Banks: Led team to create web/database application for matching buyers and lenders, facilitating immediate pre-approval for purchasing of cars online.
- 1995-1998: Database Trainer for Database Marketing Group. Dev for Smith Seguin, San Marcos. Dev for Cingular Wireless. Created full-featured still operational CMS.

OTHER ACCOMPLISHMENTS

- Author of the "A Practical EmPath: Rewire Your Mind" book: <https://clearsay.net/get-the-book-practical-empathy>
- Trained teachers at Children's Discovery Center to use my "Practical Empathy" system.
- Created [Play to Evolve](#) physical card game, Android version, and free web-app version. Incorporated my [EmpathyBot.net](#) a.i. into the game.
- Self-discipline, flexibility, patience, and dedication: Black Belt – Shaolin Kung Fu. Currently providing free classes.
- Technical Writing: ML prompting and system messages, 100's of [Tech tutorials](#) & [docs](#), educational, and more.

EDUCATION

- 2008-2009: Adult Continued Education Program: VB.Net Development - Austin Community College - 4.0 GPA
- 29 years of planning, budgeting, design, dev, serving clients, building/leading teams, short/long-term contracts.