



Dale Williams

Leading Programmer

I'm an enthusiastic lead developer with well over a decade of experience transforming ideas into solutions, applications, platforms, services and simulations. I'm skilled in JavaScript, C#, TypeScript, React, NodeJS, .NET, and SQL and have extensive experience creating and scaling lasting whole business solutions and platforms on AWS - as I've done with Next World and Roubler. I look to streamline development for my teams, optimising tools, workflows and priorities so that we can focus on making the most valuable parts.

Skills

- **Programming:** 18+ yrs
- **Javascript + Typescript:** 18+ yrs
- **Frontend Development:** 18+ yrs
- **Backend, API + Database:** 10+ yrs
- **C#, .NET, Unity:** 12+ yrs
- **Team Leadership:** 6+ yrs
- **Agile Scrum + Jira:** 10+ yrs
- **AWS + CI/CD:** 10+ yrs

Attributes

- **I've been the catalyst and the foundation**
I brought Roubler and Next World's product platforms to market and scaled their software and teams under tight constraints - based on my code, tech and leadership.
- **I improve the team as I go along**
I believe in continuous improvement: create the process, make the utility and be the documentation you want to see in the world.
- **I'm versatile and adaptable**
Shipping apps and services on diverse, often bespoke, stacks has been required, I'm not afraid to adapt to meet the tech.
- **I foster collaboration**
I enjoy sharing a discovery, discussing a solution, and helping my team. Problem solving is the best part of this job and it's a share dish.

Details

dalejwilliams.com
linkedin.com/in/dalejwilliams
resume@dalejwilliams.com
+61 415 957 391
Brisbane, Australia

Work Highlights

- **2020-2023: Next World LMS Platform**
Lead Platform Engineer & Head of Software
Hired as a Full Stack Dev, I built the LMS using **ReactJS**, **.NET**, and **PostgreSQL** on **AWS**. Within a year, I was promoted to Head of Software and led a team of six to launch the **LMS** and three **VR** training experiences. As the team grew to fifteen, we developed fifteen additional simulations, a public web app, API and SDK, an Android layer, and an analytics system, under my supervision and involvement.
- **2016-2018: Roubler Workforce Management Platform**
Lead Engineer & Full Stack Developer
I authored Roubler's workforce management platform and lead its development during launch and the following year. I developed the platform, API, database, and web app using **AWS**, **NodeJS**, **PostgreSQL** and **AngularJS**, and played a key role in forming the product and leading the team with the CTO.
- **2013-2016: Halfbrick Game Studio**
Full Stack Developer & Game Programmer
I contributed to a large **NodeJS** / **AngularJS** cloud services system with tens of millions of clients. After progressing to Senior Game Programmer, I worked on Fruit Ninja, a **C++** custom codebase, as well as with Unity and **C#** on prototypes.

“ —
Dale's unique skillset and comprehensive understanding of our industry make him an invaluable asset to any project.

Lewis Carter
Next World **Creative Director**

“ —
Dale's proficiency extends far beyond just his technical knowledge. He embodies the unique blend of a visionary engineer and a practical problem-solver.

Carlos Melo
Next World **Product Director**



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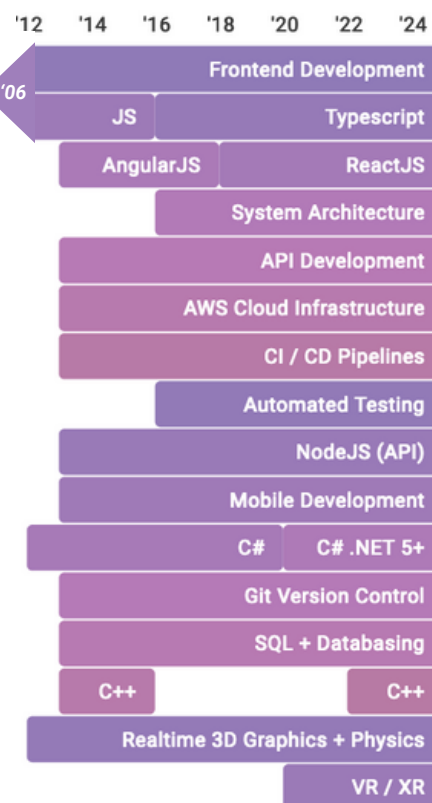
As a Developer

With well over a decade of professional programming experience, I've designed and developed scalable production software and platforms using **TypeScript**, **React**, **NodeJS**, **SQL** and **C# .NET** on top of **AWS**. I'm passionate about software development and stay current with industry advancements.

I've developed and maintained scalable, diverse platforms and have significant experience with databases and cloud infrastructure. I have created, deployed and maintained entire business solutions and am dedicated to efficient development workflows - leveraging testing, tooling, static analysis and **CI/CD** to accelerate iteration speed and minimise faults.

I've been the core to multiple startups - as the lead creator at Next World, I developed a VR framework (**C#**) and data capture system (**Java**) for **Android** headsets that fed an analytics capture platform (**C# .NET** on **AWS**) that was ingested by an **LMS** grading system (also **.NET** on **AWS**) delivering spatial training session data and events to instructors within a **ReactJS** front-end. The system was comprehensive, fully custom, produced quickly, scalable and lasting; and for me, typical.

I also have extensive experience with **real-time graphics and animation** having developed and maintained games and engines both professionally and as a hobby.



Skills and Roles: A Timeline

by Dale Williams

JavaScript on Canvas, 2024

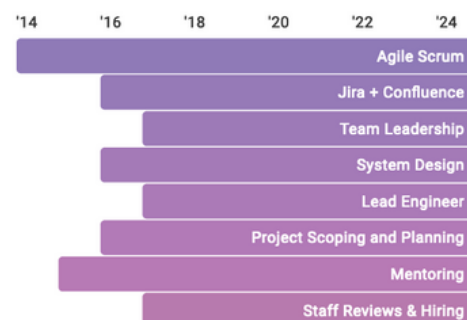
As a Leader, Mentor and Member

I've created and led functional, happy, and productive teams by fostering collaboration and encouraging enthusiastic contribution. I believe in demonstration as a strong motivator. I lead by example, encourage my team to share solutions, teach each other what they know, and be unafraid to try new things.

An advocate of Agile Scrum, I've implemented and followed it closely in the majority of my roles, utilising it to enhance team predictability, reporting and responsiveness. I like the way it encourages a user-centric frame of mind, and believe that its structure frees the team to work on the good bits.

I believe that tools and processes significantly impact team morale, and I am committed to continuously improving them. I focus on enhancing the developer experience by identifying redundancies, streamlining processes, increasing iteration speed, utilising static analysis, and reducing inefficiencies.

My team members see me as an enthusiastic contributor and fellow who enjoys discussing and sharing solutions and tackling challenges head on.



“

Dale has always been willing to invest time and effort into guiding and supporting his team.

Hillary Chong

Next World Senior Programmer



Dale Williams

Leading Programmer

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Side Projects:

2024:

Commercial release of a 3D adventure game with its own custom C++ OpenGL game engine.

2023:

Goshapes: an open source Godot CSG 3D world crafting tool.

2022:

A Youtube channel teaching game development tricks.

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Work Experience

Steam Game & 3D Engine Independent Project (2024)

3D Engine Programmer & Game Developer

In 2024 I took a long running project, a 3D action adventure game named **The Sword of Unspoken Misc** and completed and released it on the **Steam** PC game store. The game and engine, written in **C++** and **OpenGL**, gave me a chance to hone my graphics programming, engine design and 3D maths skills.

C++

Engine Development

Game Programming

Graphics Programming

Steam Integration

3D Animation

Next World Enterprises VR Safety Training (2020 - 2023)

Lead Platform Engineer & Head of Software

15
DEVS

I was hired as a Full Stack Developer to build the Learning Management System (LMS) that powers and grades the Next World VR safety training experiences using **ReactJS**, **.NET**, and **PostgreSQL** on **AWS**. Within six months, I was promoted to Lead Engineer and Head of Software, headed a team of six VR developers, oversaw the development of a VR training framework and data capture service and continued to develop the LMS that graded the sims. During our first year, we launched the web platform along with three VR safety training experiences. This effort expanded to three teams with fifteen developers total, who made more than fifteen experiences, a public API and SDK, an Android service layer, and a comprehensive analytics system, all developed in .NET EF/MVC atop AWS. I assembled, managed and mentored a team of fifteen developers.

System Architecture

Tech Lead

C#

.NET

AWS

ReactJS

Typescript

Team Lead

Mentoring

VR

CI / CD

Code Policy and Quality

Android

Unity3D

Automated Testing

Java

Picklebet Esports Betting (2019)

Lead Front End Developer

I lead front-end development during the company's growth with a **ReactJS** web and mobile app that leveraged real-time data ingestion and visualisation powered by **Firebase**. I converted the project to **Typescript** in the process and greatly improved usability on web and mobile.

ReactJS

Typescript

Firebase

Mobile

Roubler Workforce Management (2016 - 2018)

Lead Engineer & Full Stack Developer

As the lead engineer, I was the founding and primary author of Roubler's workforce management software platform during their first two years. Using **PostgreSQL**, **NodeJS** and **AngularJS**, over **AWS**, I created the **API** and **cloud platform, database and front-end** application that brought the Roubler to market, and helped form and lead a team of six.

Typescript

NodeJS

AWS

Team Lead

Tech Lead

AngularJS

CI / CD

Halfbrick International Game Studio (2013 - 2016)

Full Stack Developer & Senior Game Programmer

80+
DEVS

As a full-stack developer I contributed to a Halfbrick's giant **NodeJS** **AWS** cloud platform and data management tools used by millions of players. Progressing to Senior Game Programmer, I worked on Fruit Ninja in a **C++** in-house game engine, as well as developing and leading several prototypes in **C#** and Unity.

Javascript

NodeJS

AWS

C#

C++

Mobile

AngularJS

Unity3D

Game Engine

Frontend Development Roles (2006 - 2012)

See my LinkedIn for prior development roles including Cru Digital and Acura

References

Lewis Carter

Next World Creative Director

Alan McCabe

Roubler CTO

Hillary Chong

Next World Senior Programmer

Carlos Melo

Next World Product Director

Contact details in forthcoming References addendum, written references attached.



Subject: Recommendation for Dale Williams as Head of Software and Lead Engineer

To whom it may concern,

I am writing to highly recommend Dale Williams for any professional endeavour he may pursue. As the Head of Software at Next World Enterprises, Dale has consistently demonstrated exceptional leadership and profound technical expertise.

During his tenure, Dale transformed our product development processes and successfully launched a suite of virtual reality training experiences. With over 15 deployments in multiple languages, his visionary leadership has been instrumental in our success. Additionally, Dale played a pivotal role in leading and developing our platform, dashboard, and backend infrastructure.

Dale's extensive knowledge across various disciplines, including design, production, art, and engineering, sets him apart. His rare blend of expertise in 3D experience/game development and frontend/backend development has been invaluable to our team. He actively shares his knowledge, fostering a culture of growth and continuous improvement.

Dale's decisive guidance consistently yields outstanding outcomes. He effectively manages complex projects, makes informed decisions, and seeks input from team members to find optimal solutions. His strong leadership and commitment to work-life balance have motivated our teams to achieve remarkable results. Next World Enterprises owes much of its success to Dale's guidance, from shaping the product's direction to creating infrastructure that allows for effective development and deployment.

Dale's unique skill set and comprehensive understanding of our industry make him an invaluable asset to any project. I endorse Dale Williams as an exceptional professional and leader in software development. Please feel free to contact me at hey@lewcart.com if you have any questions.

Cheers,
Lewis Carter



Creative Director
Next World Enterprises
On behalf of myself

Brisbane, Australia
contact@carlosmelo.design
0431 [REDACTED]

June 12, 2023

To Whom It May Concern,

Subject: Recommendation for Dale Williams, Head of Software and Lead Engineer

It is my absolute pleasure to recommend Dale Williams, Head of Software and Lead Engineer at Next World Enterprises, for any leading role within the tech industry. I have had the honor of working under his guidance for over two years, and his leadership, problem-solving skills, communication, and game development expertise are unparalleled.

Dale's proficiency extends far beyond just his technical knowledge. He embodies the unique blend of a visionary engineer and a practical problem solver. His knack for conceptualizing innovative solutions while keeping the feasibility in view has led our team through many successful projects.

As a leader, Dale instills confidence and motivation in his team. He is an outstanding communicator, which allows him to articulate his expectations clearly and effectively, helping the team align with the common goal. His mentorship has significantly elevated the quality of our output and the pace of our personal growth. I attribute a great deal of my own understanding and proficiency in Unity development and design to his patient guidance.

Despite his extensive experience and deep knowledge, Dale remains incredibly humble and open to new ideas. His ability to appreciate and encourage creativity in others has created a work environment at Next World Enterprises that fosters innovation, ensuring our products are always at the cutting edge of the industry.

Dale's professionalism, combined with his friendly demeanor, enhances the overall team morale. His approach to managing diverse teams and his capacity to lead projects in a timely and efficient manner are hallmarks of his leadership style.

In my opinion, Dale's multifaceted expertise makes him a valuable asset to any organization looking for competence and leadership in the tech industry. His contributions to Next World Enterprises have been invaluable, and I am confident that he will continue to produce remarkable work in the future.

Should you require any further information, please do not hesitate to contact me at contact@carlosmelo.design.

Sincerely,



Carlos Melo
Unity Developer and Designer
Next World Enterprises

Subject: Letter of Recommendation for Dale Williams as Head of Software and Lead Engineer

To Whom It May Concern,

I wholeheartedly recommend Dale Williams as Head of Software and Lead Engineer. I have had the pleasure of working closely with Dale for more than 3 years under his guidance, and I can confidently say that he possesses exceptional technical and mentorship skills.

Dale has demonstrated an exceptional ability to leverage his wealth of knowledge to guide our team and make informed decisions. He has a diverse skill set that allows him to excel in different aspects of software development. He streamlined the company's software ecosystem and enhanced internal tools and systems that aid in the continuous development of VR experiences.

He demonstrates incredible proficiency with C# and Java programming, coupled with extensive understanding of Unity frameworks, server-side development, and API integration. These capabilities led to the creation of custom analytic solutions to capture and transform data from the VR experiences. His insights have proven invaluable, ensuring that our project's frameworks are not only technically robust but also aligned with industry best practices.

Furthermore, Dale has always been willing to invest time and effort into guiding and supporting his team. His mentorship style is characterized by patience, empathy, and a genuine desire to see others improve and be better equipped to succeed in this industry. Dale goes above and beyond to provide wisdom and advice, drawing from his extensive experience in the industry.

I have had the privilege of learning under Dale's guidance, and it has been a transformative experience for me. His mentorship and expertise have helped me grow both professionally and personally. Dale consistently fosters an environment that encourages continuous learning, and his willingness to share knowledge and insights has helped shaped my career trajectory in a significant way. His passion for the industry is inspiring for both myself and others.

In conclusion, I highly recommend Dale. His unwavering enthusiasm, exceptional mentorship abilities, and vast industry knowledge make him an invaluable lead for any organisation or project.

If you require any further information, please do not hesitate to contact me on LinkedIn.

Kind regards,


28/06/23

Hillary Chong
Unity Programmer
Next World Enterprises