



HERMAN OWENS

PRINCIPAL SOFTWARE ENGINEER | ENGINEERING MANAGER | ACTIVE SECRET SECURITY CLEARANCE

herman@hermanowens.com github.com/hermanowens linkedin.com/in/hermanowens

PROFESSIONAL SUMMARY

Engineering Leader with 12+ years of experience delivering high-stakes software for Fortune 50 and DoD environments. Specialized in building high-velocity teams through expert talent acquisition and architecting secure AI-augmented workflows. Proven track record of driving \$15M+ in revenue by bridging modern development speed with enterprise-grade security and reliability.

EXPERIENCE

CLARITY X KESSELRUN | *SOFTWARE ENGINEER MANAGER* | MAR 2023 - PRESENT

- Integrated government-ready LLMs into mission-command applications, ensuring AI features met FedRAMP/DoD protocols for Impact Level data.
- Led professional growth and internal mobility while enforcing pairing standards to distribute context and eliminate single points of failure.
- Operated a highly customized Neovim-based workflow to sustain high delivery velocity across local and restricted secure environments.

THE HOME DEPOT | *SENIOR SOFTWARE ENGINEER (FULL-TIME & CONSULTANT)* | OCT 2020 - SEPT 2025

- Developed a tiered LLM environment to optimize engineering output by delegating tasks based on model strengths (reasoning vs. domain context).
- Built AI-driven workflows to document legacy systems, surface test gaps and anti-patterns, and automate remediation—reducing developer onboarding time by 30%.
- Led multiple internship cohorts, converting two interns to full-time hires; recognized as a 2022 Bit Award finalist.

CRICKET WIRELESS | *SENIOR SOFTWARE ENGINEER* | NOV 2016 - AUG 2020

- Built and executed the technical hiring process, including assessment design and interviews, resulting in six full-time engineering hires.
- Led the architectural migration of the customer portal from AngularJS to Angular 10.
- Established onboarding SOPs that reduced time-to-first-commit for incoming engineers.

NOT ANOTHER NERD | *FOUNDER & PRINCIPAL CONSULTANT* | AUG 2017 - PRESENT

- Scales organizational and individual technical capabilities through Fortune 50 digital transformation and full-spectrum mentorship—guiding everyone from K-12 students to PhD candidates and industry career-changers.

STANLEY, BLACK & DECKER | *WEB GUI DEVELOPER* | NOV 2013 - OCT 2016

- Engineered a C# external API that generated \$15M in new revenue.
- Modernized legacy desktop applications into a responsive web platform using Angular and DevExpress.

KENNESAW STATE UNIVERSITY | *ITS TEAM MANAGER* | NOV 2011 - NOV 2013

- Advanced from student assistant to Team Manager, delivering and owning campus-wide identity and directory systems still in production use.
- Built and led a high-performing team, scaling from 1 to 5 engineers and earning 20+ awards for technical excellence..

TECHNICAL TOOLCHAIN

AI/Tooling: Antigravity, Cursor, Neovim, Claude, Codex, Copilot, Gemini, Perplexity, Ollama

Cloud/Infra: AWS, GCP, Docker, Kubernetes

Compliance: FedRAMP, DoD IL, Secure SDLC

Frameworks: Angular, React, Next.js, Astro

Languages: C#, Java, JavaScript/TypeScript, Python

Methods: Secure SDLC, Agile, BFF

Ops: CI/CD, Jenkins, Dependabot, GitHub Actions

Testing: Jasmine, Jest, JUnit, RTL

HONORS & LEADERSHIP

- Eagle Scout | Boy Scouts of America (Order of the Arrow, Brotherhood)
- Southeastern Province (SEP) Advisor of the Year | Kappa Alpha Psi Fraternity, Inc. (2019)
- International Website of the Year | Kappa Alpha Psi Fraternity, Inc. (2013)
- SEP Website of the Year | Kappa Alpha Psi Fraternity, Inc. (2012, 2013, 2019)
- TAG Best Overall Mobile Application | Kennesaw State University (2011)

EDUCATION

- BS - Information Systems | Kennesaw State University