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### Objective:

I am an innovative, detail-oriented, and goal-driven **Vice President, Digital Engineering** with 20+ years of experience focusing on **Enterprise Architecture** and **Lean Engineering** with an emphasis on **Business and Digital Transformation** seeking a **Chief Technology Officer** or an **EVP, Digital Engineering** position.

### Skills:

#### Leadership Skills

- Servant Leader
- Team Oriented
- Relationship Builder
- Growth Mindset
- Adaptive & Resilient
- Empowering Others
- Empathetic Coach
- Strategic Thinker

#### Technical Skills

- **Application Modernization** – HTML, CSS, JavaScript, .NET, Java, SQL. Feature management at scale of releasing early and often (LaunchDarkly). Application Lifecycle Management (ALM). Automated integration & unit testing.
- **Business & Digital Transformation** – Omni-channel commerce, store operation point-of-sale software, web, mobile, payment, platform development, and critical business applications. Test driven development.
- **Cloud Adoption & Migration** – Azure, AWS, Containers (Docker, Kubernetes), Okta (Identity Management).
- **Continuous Integration & Delivery** – Confluence, JIRA, BitBucket (Git/Pipelines), TeamCity, OctopusDeploy.
- **Cross-Platform Development** – Node.js, React, GraphQL, NoSQL database(s), Progressive Web Apps (PWAs).
- **Customer Relationship Management** – SAP Cloud for Customer (Social/CRM).
- **Digital Engineering & Marketing** – Content Management Systems (Adobe Experience Manager – AEM, Salesforce Commerce Cloud – SFCC, Sitecore, WordPress), Digital Signing (DocuSign), Ratings/Reviews (BazaarVoice), Asset Management (Adobe, Wistia), Email & Social Engagement (Hubspot, Netbase).
- **Native Mobile Development** – Android (Kotlin), iOS (Swift), Real Device Cloud Testing (Kobiton), Visual Studio App Center (Build, Test, Release, Monitor).
- **Secure Software Development Lifecycle (S-SDLC)** – Shift security left, automated secure code scans and tests.
- **Service Oriented Architecture & Governance** – JSON, XML, Microservices (ServiceStack), API Gateway & Management, Sentinet, API testing (Postman), Message Queueing technology, (MSMQ, RabbitMQ) etc.
- **Telemetry Instrumentation** – Azure Application Insights, AppDynamics, etc.

### Work Experience:

- **Vice President, Digital Engineering, Delivery Management, and Quality Assurance** (August 2023 – Current)  
[Pep Boys](#), Auto Service and Tire Leader – Atlanta, GA (based out of Bala Cynwyd, PA)  
Pep Boys is a portfolio company within [Icahn Automotive Group](#). IAG was formed by its parent, [Icahn Enterprises L.P.](#), to invest in and operate businesses involved in aftermarket parts distribution and service.
  - Leading the digital transformation of the Pep Boys service experience across the Systems Engineering, Program Delivery Office (PDO), and Quality Assurance organizations.
- **Vice President, Digital Engineering** (October 2022 – August 2023)  
[Pep Boys](#), Auto Service and Tire Leader – Kennesaw, GA (based out of Bala Cynwyd, PA)
  - Leading the digital transformation of the Pep Boys service experience across the Systems Engineering organization.
- **Director, Software Engineering** (June 2015 – October 2022)  
[Aaron's, LLC](#), Fortune 1000 Lease-to-Own Leader – Kennesaw, GA (based out of Atlanta, GA)  
Reporting to the Vice President of Engineering, with the following objectives:
  - Servant leadership for a large-scale, cross-functional software engineering team to align multiple competing priorities within a fast-paced environment to drive digital transformation.
  - Driving a DevOps culture and lean principles within the secure software development lifecycle; continuous improvement, integration, testing, deployment, and agile delivery.
  - Strategic focus and vision on proven Omni-channel commerce, store operation point-of-sale software, web, mobile, payment, platform development, and critical business applications.
  - Building out an efficient secure software development lifecycle that leverages security best practices, accessibility best practices, service-oriented architecture, application performance monitoring, tooling, etc.
  - Focusing on the development, growth, and well-being of the software engineering organization.

- Cultivating the next generation of successful leaders at Aaron's via high-touch mentorship and coaching.
  - Ensuring the alignment of the Aaron's software engineering organization to the core strategic goals of the overall Aaron's organization.
  - Defining and managing the strategic direction of the Aaron's software engineering organization.
  - Working collaboratively with the product management organization in the allocation of the software engineering talent to deliver strategic initiatives and targeted outcomes.
  - Working collaboratively with delivery team peers (QA, facilitator, business stakeholders, and project services) to ensure effective and timely delivery of software engineering deliverables.
  - Cultivating and maintaining the software engineering talent by recruiting, selecting, orienting, and training software engineering team members.
  - Being a champion of the [Aaron's Tech](#) core values and helping our team understand how to apply them to our daily activities.
- **Digital Business Architect**, (December 2012 – June 2015)  
[Mohawk Industries](#), Fortune 500/Global 1000 Flooring Leader – Kennesaw, GA (based out of Calhoun, GA)  
Reporting to the Global Senior Director in the Customer Engagement Center of Excellence (CoE), with the following objectives:
    - Leading, motivating, coaching, and mentoring multiple cross-functional and development teams (internal, on-shore, and off-shore) across a wide range of global brands in the areas of .NET, Java, SAP C4C, Sitecore, etc.
    - Expand the Customer Engagement CoE that works closely with IT, Sales, and Marketing to drive customer engagement strategies and plans globally through digital transformation.
    - Develop a reference architecture for digital marketing that will ensure efficient and effective interoperability of current and new technology in the areas of web presence, e-commerce, social, and mobile capabilities across multiple global brands.
    - Collaborate closely with other IT teams and Center of Excellences (CoEs) to ensure the compatibility and integration of initiatives in this domain with other strategic roadmaps.
    - Led two successful implementations of SAP Cloud for Customer (C4C) – SAP Cloud for Social, generating a ROI of +500% and Cloud for Service, driving process improvement, and increased sales.
    - Continue to develop strong links with the [Mohawk Flooring](#) marketing group to ensure our technology roadmap is aligned with strategic business goals and priorities, and create opportunities to leverage tools and technologies in collaboration with other Business Units (BUs).
  - **Team Lead, Senior Systems Specialist**, (October 2008 – December 2012)  
[Mohawk Industries](#), Fortune 500/Global 1000 Flooring Leader – Kennesaw, GA (based out of Calhoun, GA)  
**Team Lead, Senior Systems Specialist:**
    - Working with a team of Business Process Specialists (BPS), Developers, and Project Managers in the Enterprise Applications and Integration (EAI) team.
    - Responsible for leading EAI team resources and projects; developing and delivering accurate actionable intelligence to the business.
    - Managing the relationship with the business and vendors; solving critical business needs with appropriate solutions and sensible timelines.
    - Responsible for EAI architecture, design, development and technology, including infrastructure, network topology, systems, databases, processing, reporting, standards, and best practices.
    - Governance over 65+ of Mohawk Industries' public facing and intranet websites; administration of full development stack in on-premise and cloud infrastructure.
    - Create project and communication plans when meeting with the business to ensure projects stay on track and deliverables are met in a timely manner.
    - Provide guidance to developers around scope management and structured detailed architecture for web and mobile applications; ensure that web and mobile applications are following best practices.
    - Development of web applications using Content Management Systems (CMS) – Ektron and Telerik Sitefinity utilizing ASP.NET, MS-SQL, LINQ, C#, VB.NET, WCF, SOAP, HTML, CSS, XML, XSL, and JavaScript.
    - Setup of collaboration solution for team to share knowledge and documentation via blogs, wikis, forums, etc. using Telligent Community Server.
    - Setup of multiple dedicated source control servers utilizing Microsoft Team Foundation Server.
    - Architecture, development, and implementation of Quick Response (QR) Codes on Mohawk flooring product samples.

**Marketing Single Point of Contact (SPOC):**

- Represent the Marketing team within IT team (trusted consultant, adviser, and liaison).
  - Deep collaboration between Marketing and IT.
  - Break down communication barriers between Marketing and IT.
- **Chief Architect & Engineer (Founder)**, (October 2003 – September 2013)  
[SeaDooSportBoats.com](http://SeaDooSportBoats.com), an enthusiasts' website, Sole Proprietorship and "Doing Business As" (DBA) – Dallas, GA
    - Architecture, design, development and maintenance of the SeaDooSportBoats.com website.
    - Interact with clients such as Hyrdo-Turf (Official Sponsor since 2004), Poppy Company, West Marine, Overton's, LakeHouse.com and many others to provide advertising opportunities on SeaDooSportBoats.com. These advertising opportunities then provide benefits to our members, for example Hydro-Turf offers 15% off all orders and Poppy Company offers free shipping.
    - Act as a liaison between members of the website and the official company of Bombardier Recreational Products (BRP) / SeaDoo to provide assistance in technical and warranty matters.
    - Interact with advertising partners such Google, Inc. (Adsense and Affiliate Marketing), Vibrant Media (IntelliTXT), Text Link Ads, InfoLinks, Commission Junction (Affiliate Marketing), VigLink, and Vizu (Online Polling) to provide a source of revenue to be applied towards operating expenses.
    - Internet marketing and promotion via social networking avenues such as Google's Feedproxy (XML/RSS), facebook, twitter, pinterest, and youtube.
  - **Senior Systems Developer**, (July 2007 – October 2008)  
[ista North America](http://ista.northamerica.com), Service Leaders for Utility Sub-metering and Resident Billing – Alpharetta, GA
    - Working with a team of Client Executives and other Developers in the Utility Solutions Group to develop and improve the billing administration applications for multiple clients throughout the entire Software Development Life Cycle (SDLC).
    - Detailed design, development, testing and support of ASP.NET web applications utilizing Microsoft's latest technologies. These web applications consist of C#, VB.NET, HTML, CSS, MS-SQL (via Stored Procedures) and JavaScript coding.
    - Utilizing technologies such as DataOceans, Active Reports and Crystal Reports to generate dynamic letters and invoices that are sent out to the customers. XML and XSL are used to customize the letter or invoice for a specific customer.
    - Create documentation that is used by the Quality Assurance team to test any new features or enhancements added to existing billing administration applications, letters or invoices.
    - Deploy code, assemblies and MS-SQL scripts to Quality Assurance servers for Quality Assurance testing and to User Acceptance Testing servers for User Acceptance testing among the clients.
  - **Applications Developer III, Acting Team Lead of User Interface**, (April 2005 – July 2007)  
[Philips Medical Systems](http://philipsmedical.com), Division of [Royal Philips Electronics](http://royalphilips.com) – Atlanta, GA
    - Working with a team of Business Analysts to develop reports and process improvement applications throughout the entire Software Development Life Cycle (SDLC) for the service organization with Philips Medical Systems.
    - Detailed design, development, testing and support of ASP.NET web applications utilizing Microsoft's latest ASP.NET AJAX framework. These web applications consist of C#, HTML, CSS, MS-SQL (via Stored Procedures) and JavaScript coding.
    - Utilizing Dundas Charting and Gauges to graphically represent data within ASP.NET web applications.
    - Integrated Google Maps API in My Alerts project with ASP.NET to geographically represent data points on a Google Map.
    - Created a standard template and ASP.NET Master Page that has been installed in the Global Assembly Cache (GAC), this Master Page has become the standard and is used in all applications that are developed within our team.
    - Created documentation to outline development standards to be applied in user interface and coding techniques.
    - Mentoring co-ops – teaching coding standards and techniques.
    - Developed co-op curriculum, assessments and review processes.
  - **Client/Server Programmer Analyst III**, (August 2003 – April 2005)  
[OAo Technology Solutions](http://oaotechnology.com), Contracted w/ [Georgia Department of Juvenile Justice](http://georgiadepartmentofjuvenilejustice.com) – Atlanta, GA
    - Migrating classic ASP applications to ASP.NET 1.1

- Detailed design, development, testing and support of Client/Server applications using ASP web pages. These ASP web pages consist of VBScript, HTML, CSS, MS-SQL (via Stored Procedures) and JavaScript coding.
  - Working with a team of Business Analysts to develop and test modules for the Juvenile Tracking System (JTS).
  - Sole development of a web based Nurse Posting module that is an internet based method whereby the appropriate staff of DJJ facilities may post their nurse vacancies on the Department of Juvenile Justice website.
  - Development of a web based Vendor Job Announcements module that is an internet based method whereby vendors may post their employment opportunities on the Department of Juvenile Justice website.
  - Sole development of a web based Time Clock used by the employees of the Department of Juvenile Justice statewide across Georgia, which consists of approximately 4000 employees. The web based Time Clock is capable of multiple types of punches with comments for the type of punches allowed. It allows employees to check their current week or last week hours, view billable and non-billable hours and much more. The web based Time Clock also has an admin area to run reports for employees' time, print reports with employees' time to be signed off on and it allows the admin to edit employees' time if a mistake punch was made.
  - Sole development of a web based Meeting Space module that allows users/clients to submit meeting requests for certain meeting rooms within the (Central Office) building. Once the request is submitted an administrative assistant receives the request and reserves the appropriate meeting room for the client/user, an email confirmation is then sent to the client/user once reservation is completed.
  - Development of a web based Incomplete Health Insurance Portability and Accountability Act (HIPAA) Consent Dates report for JTS. The web based Incomplete HIPAA Consent Dates report allows users/clients to view the report and indicates if a juvenile has not received notification, neither consented, nor revoked/refused consent or permission in regard to the HIPAA information.
  - Maintaining VBScript, HTML, CSS, MS-SQL (Stored Procedures) and JavaScript code for all the ASP modules that have been completed for JTS.
- **ASP/MS-SQL Programmer**, (July 2001 – August 2003)  
[Technisource](#), Contracted w/ [Georgia Department of Juvenile Justice](#) – Atlanta, GA
    - Development of the Office of Financial Services (OFS) website.
    - Development of a web based Behavioral Health Module Statistical Log for JTS. The purpose of the web based Behavioral Health Module Statistical Log is to maintain accurate records of diagnosis, appointments and statistics of behavioral health programs within the Department of Juvenile Justice.
    - Development of a web based Office of Behavioral Health Services (OBHS) Module Peer Reviews for JTS. The purpose of the web based OBHS Module Peer Reviews is to maintain accurate records of diagnosis, appointments and statistics of behavioral health programs within the Department of Juvenile Justice.
    - Development of a web based Computer Training Survey for Department of Juvenile Justice intranet. The web based Computer Training Survey helped to identify the areas of computer training most desired/requested by staff. The information gathered was used by training staff to provide more opportunities to attend the most relevant and requested computer courses available.
    - Create graphic/pdf invitations and other various graphics when requested.
  - **ASP/MS-SQL Programmer**, (January 2001 – July 2001)  
[Georgia Department of Juvenile Justice](#) – Atlanta, GA
    - Development of a web based Medical Dental Module for JTS. The purpose of the web based Medical Dental Module is to maintain accurate records of diagnosis, clinic appointments and schedules of medical programs within the Department of Juvenile Justice.
    - Worked with one other Programmer to develop the web based Education Enrollment Module for JTS. The web based Education Enrollment Module provides the user with a means to add, update, delete or view educational information for juveniles within JTS.
    - Maintaining, updating graphics and building graphics for the Department of Juvenile Justice internet website.
  - **Support Services Technician**, (January 2000 – January 2001)  
[Georgia Department of Juvenile Justice](#) – Atlanta, GA
    - Support and troubleshooting work orders from clients/users all over the state of Georgia for JTS.
    - Adding and maintaining an up to date list of Georgia schools and judges for JTS.

### **Certifications:**

[Microsoft Certified Professional \(MCP\), 070-315](#) Developing and Implementing Web Applications with Microsoft Visual C# .NET and Microsoft Visual Studio .NET, [Certified Ektron Developer Training](#), [Certified Ektron Administrator Training](#), University of Michigan (Coursera) - License 445CLZR4TVWE - [Leading Teams](#), University of Michigan (Coursera) - License FPSR4KNY6C3W - [Influencing People](#), University of Michigan (Coursera) - License F4DW59KYRMGD - [Managing Talent](#), University of Michigan (Coursera) - License CKSLBHYNZ946 - [Inspiring and Motivating Individuals](#)

### **Job-Related Training:**

Corporate Executive Board (CEB) IT Leadership Academy, [Leadership Essentials: 5 Choices to Extraordinary Productivity](#), [Leadership Essentials: Retaining and Coaching Our People](#), [Managing Multiple Priorities](#), [Inspiring Leadership](#), [Coaching for Performance and Growth](#), People Performance Management, Enterprise Portfolio Management (EPM) Process & Business Case Development Initiative, [CS9286 - Microsoft SQL Server 2005 Implementation and Maintenance](#), [Kenexa Prove It! Exam \(ASP.NET\)](#), [Kenexa Prove It! Exam \(C#\)](#), [Kenexa Prove It! Exam \(SQL Server 2000 for Developers\)](#), [Enterprise Web Development with .NET: Hands On](#) (Learning Tree International), [P2 Fundamentals of .NET](#)

### **Job-Related Courses:**

Business Communications and Ethics, Leading in the 21st Century, Strategy, People Management, New Business Ventures and Entrepreneurship, Managerial Economics, Organizational Change and Culture, Financial Management I, Marketing in a Global Environment, Operations Management, Financial Management II, Capstone

### **Education:**

[Jack Welch Management Institute](#) at [Chancellor University](#) (acquired by [Strayer University](#)) – Cleveland, OH  
[Master of Business Administration](#), May 6<sup>th</sup>, 2012, *Magna Cum Laude*, GPA 3.67

[Kennesaw State University](#) – Kennesaw, GA

[Bachelor of Science](#) in Information Systems, December 15<sup>th</sup>, 2006

[Georgia Perimeter College](#) – Dunwoody, GA

[Associate of Science](#) in Business Administration, May 15<sup>th</sup>, 2004

### **Organizations:**

- Member of [Technology Experts of Kennesaw](#)
- Mentor/Coach of [YearUp Atlanta](#) for Aaron's, LLC.
- Advisory Board Member of [Atlanta Electronic Commerce Forum](#)
- Vice President External Affairs of [Interfraternity Council \(IFC\)](#) at Georgia State University Spring 2003
- Member of [Sigma Nu - Eta Gamma Chapter](#) at Georgia State University (Recorder Fall 2002, Alumni Relations Fall 2002, Webmaster 2001 - 2005)
- Member of the [Microsoft Beta](#) testing team (January 2000 – December 2010)

### **Awards & Recognition:**

- [Chief Executive Officer Recognition](#) – Recognized by the CEO, Jeff Lorberbaum, of Mohawk Industries
- [President's Award Spring 2003](#) - Awarded by the President of [Interfraternity Council \(IFC\)](#) at Georgia State University
- [Most Talented Award Spring 2003](#) - Awarded by the members of [Sigma Nu - Eta Gamma Chapter](#) at Georgia State University

### **Volunteer Work:**

- Aaron's, LLC., [Power My Learning](#)
- Aaron's, LLC., [YearUp of Atlanta](#)

### **Recommendations:**

- Letters of Recommendation for MBA program: [Abrelat](#), [Igbokwe](#), and [Murray](#)
- Recommendations via [LinkedIn](#)