

Justin Hughes

Justin has over 20 years in Information Technology in many disciplines. Over his career he has been responsible for enterprise applications, networking, infrastructure, development, service delivery, and governance. He provides strong leadership for staff and provides a vision for embracing modern technology solutions and processes that enable business growth and exemplary customer service. He is focused on delivering efficient solutions and services that are customer focused and technology driven.

IT Director – Washington State University

June 2016-Present

Oversaw more than thirty-five staff members in areas from Business Systems, Business Intelligence/Data Warehousing, Student Information Systems, Identity Management and Access, and Cloud Infrastructure with a payroll exceeding \$2M. Provided supervision for those areas and worked directly with our CIO to plan and execute vision. Examples of these initiatives include the following.

- Lead technical team in converting from AIS Mainframe to Workday HCM and Finance, delivering over 130 integrations.
- Managed and lead upgrading PeopleSoft Campus Solutions 9.0 to Campus Solutions 9.2
- Project to develop and release Campus Solutions Fluid Interface to all Faculty, Staff, and Students.
- Completed budgets and successfully managed staying within or under budget for contracts and operations.
- Decommissioning unnecessary infrastructure and services reducing unit hosted costs by over 30%.
- Executing plan to migrate key infrastructure to the cloud, saving the unit more than 50% of the previous cost of service.
- Oversaw comprehensive system security planning for cloud and on-premise infrastructure, including networking.
- Planning and executing a cloud strategy to move infrastructure and services wherever possible to Platform as a Service, Software as a Service, or Infrastructure as a Service.
- Planned, Communicated, and migrated over 75,000 accounts from text/voice MFA to more secure factors. This included advanced reporting and developing and releasing multiple advanced workflows within authentication to provide the best customer experience.
- Lead projects to fully decommission legacy authentication services and fully migrate those processes to Okta.
- Comprehensive planning for streamlining staff onboarding and expectations. Hired and filled many vacant positions.
- Established governance for change management processes and procedures.
- Managed project portfolio including executive sponsored projects and initiatives.
- Integrated two units and set expectations and direction for the teams and the services we offered.

IT Manager – Washington State University

July 2013-June 2016

Oversaw ten staff in Student Information Systems and Data Warehousing. Worked with senior leadership to execute key initiatives. Provided technical guidance on advisory committees and technologies for the unit to adopt.

- Developed REST services for PeopleSoft and provided staff with guidance on adopting REST services.
- Released Peoplesoft Campus Mobile – a Mobile application connected to Peoplesoft Campus Solutions.
- Oversaw multiple installations of PeopleTools/PeopleSoft Upgrades.
- Hired and trained new staff as the team and our responsibilities grew.
- Completed lift and shift of infrastructure in a hosted environment.
- Implemented continuous integration and delivery for integrations.

Application Developer/Analyst – Washington State University

April 2010-July 2013

Justin was an application developer/analyst for Peoplesoft Portal and Campus Solutions. This included being trained on Campus Solutions and Portal business practices and working with business users to identify needs and translate those into solutions.

- Was part of a team of 5 staff bringing Peoplesoft Portal live. Completed work on authentication, web services, and portlets to provide exceptional student interface.
- Developed SOAP services to feed data to third parties in the institution and integrate with critical university infrastructure. Examples of these are financial transactions for student accounts, keeping university accounts in sync.
- Applied patches and retrofitting of those patches into multiple systems.
- Retrofitted and resolved issues in conjunction with PeopleTools Upgrades.
- Responded to and resolved time sensitive and critical issues.

Application Developer – Bennett Research | Moscow, ID

Feb 2003-Oct 2009

Justin was part of three technical staff in the office and worked to develop web surveys and terminal surveys to meet contractual needs. He was also tasked with upgrading infrastructure, networking, computer repair, and database maintenance.

Skills

- Development Languages: PeopleCode, Perl, Java, Groovy, Javascript, React, C, C++
- Tools: MuleSoft, SQL Developer, SoapUI, Postman, Zabbix, JIRA, Confluence, Slack, Jenkins, Okta, Okta Workflows, Oracle Database Administration
- Operating Systems: Windows, Unix/Linux (Redhat 3+), MacOS
- Experienced and versed in SOAP/REST Architecture, XML, JSON, HTTP, TLS, SSL, HTML v4 and v5, XSLT, CSS, AWK, SED, CronTab, CI/CD

- AWS, Oracle Cloud, and Azure cloud experience
- Project Management experience and knowledge, PMI Member
- Cybersecurity awareness training and adherence to NIST800-53 and 800-161.

Education

Bachelors of Science, Computational Mathematics University of Idaho, 2008

Certifications

MuleSoft Certified Developer 2016-2018

NWACC Leadership Development Cohort 4 Graduate