

Johann Tienhaara

Resume

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(He/him)

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I build **collaborative teams** and **distributed applications**.
I lead teams from stormy to **sustainable** in both code and project management.
I find beauty in **simplicity**, *repeatability*, and **determinism**.

I've built a lot of systems and teams in small, early stage, and dynamic environments
with **grand visions**, constrained by **tight budgets**.
I believe in *transparency*, **listening**, and actively *supporting* career goals.

ConvergentIS

2025/11 - 2026/03 · Halifax, Nova Scotia (Calgary, Alberta)
DevOps Architect · *Procurement / supply chain software*

architecture documentation · disaster recovery · risk management · security and SOC 2 Type 2
ArgoCD · AWS · Kubernetes · PostgreSQL (RDS) · TypeScript, Java, Go

I spearheaded a **disaster recovery** review, and assembled an **inventory** and wrote a detailed **procedure** to recover from ground zero.

I created automation to **bootstrap** a cluster, streamlining application promotions to production, and reducing in-cluster **disaster recovery** time from **days** to **minutes**.

TealBook

2024/05 - 2025/11 · Halifax, Nova Scotia (Toronto, Ontario)
DevOps Team Lead · *Procurement / supply chain software*

project management · risk management · security · team management
ArgoCD · Google Cloud · KEDA · Kubernetes · MongoDB · Python · Terraform

- Wrote all customer **security questionnaire** responses
- Wrote **Artificial Intelligence company policy**
- Mitigated "subscription bomb" **cyber-attack**
- Spearheaded quarterly **security reviews** and **account audits**
- Led DevOps team, standups, 1-on-1s, mentoring, planning
- Built **staging environment** in **2 weeks**, enabling release of a new product in 4 months
- Wrote 300 pull requests across 35 git repos in 1 year, reviewed more PRs

I spearheaded, hired, and led a consultant, implementing our **disaster recovery** plan. 8 months later, we reduced our disaster recovery time from **weeks** to **40 minutes**, without increasing cloud costs.

By brainstorming with leadership and the team, I **cut cloud costs by 10% (\$120,000 / year)**, by eliminating wasteful expenses, and tuning Kubernetes resources.

TealBook narrowly avoided bankruptcy, so I felt compelled to move on, away from the most wonderful software team I've ever had the pleasure of working with. (Shortly after, two-thirds of the team was laid off.)

GBatteries Energy Canada Inc.

2021/09 - 2024/01 · Halifax, Nova Scotia (Ottawa, Ontario)

Software Architect and Software Team Lead · *Scientific computing / battery research*

automated and manual tests · project management · risk management · security · software architecture · team management · technical documentation
AWS · JavaScript · Kubernetes · Linux, micro-services, networking · MySQL · Python · Terraform

- Introduced **risk register** and **software roadmap**, and guided team along its course
- **Mentored** ambitious developer in **planning and estimation**
- **Mentored** developers in **DevOps** (Kubernetes, Terraform, NATS Jetstream)

I joined GBatteries and **interviewed** all the software stakeholders to begin a risk register. I then began building a **collaborative roadmap** with the team, mentoring them in **new concepts, technologies and processes** (streaming, DevOps, secrets management, kanban, user stories, velocity, work breakdown structures, collaborative whiteboarding).

While **leading the Software team**, I also wrote code and CI/CD across 50 git repositories; on-prem and AWS applications; managed Kubernetes, Raspberry Pis, qemu VMs, Docker Swarm; wrote device drivers, IOT streaming, and web applications.

GBatteries lost a revenue stream in January 2024 and laid off half its staff.

Musaico Solutions Ltd. (Guardian Pty Ltd.)

2020/02 - 2021/09 · Halifax, Nova Scotia (Melbourne, Australia)

Solutions Architect and Team Lead · *Personal safety application (mobile app + call centre web app)*

project management · security · software architecture · team management · technical documentation
Android, iOS, Java / Kotlin / Swift · Azure · Kubernetes · Linux, micro-services, networking · Node.js · TypeScript · WebRTC, Asterisk

- Restructured an undocumented, un-automated, un-version controlled software product comprising components from 3 contracting companies into 1 integrated, documented, robust, repeatably deployable end-to-end system, from **zero to customer demo in 9 months**.
 - Conducted **interviews** to build team (mobile developer, QA, product owner).
 - **Mentored team** in networking, cloud logging, authentication and authorization, security, privacy and confidentiality.
 - Introduced product **roadmap**, formatted as a comic strip (!), which CEO showed to investors.
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ABM Systems Ltd.

2012/03 - 2020/01 · Dartmouth, Nova Scotia, Canada

Software Developer · *Point of sale software*

automated and manual testing · business analysis · customer support · security · software architecture · technical and business documentation
C#, IIS, SQL Server · Java · Oracle RDBMS · Windows, networking

- Replaced ABM's point of sale pricing engine, deployed to 200 sites, while maintaining backward compatibility and introducing automated testing.
- Wrote **winning proposal** for NS government **RFP**, Nova Scotia Indian Fuel Tax Exemption distributed system, deployed to 22 First Nations gas stations and to the NS government data centre.
- Wrote Nova Scotia Payments **business analysis**, covering payment and refund processes across 16 business groups across the provincial government, proposing process and technology improvements
- Documented ABM **SOC 2 Type 2** compliance, managed audit with Grant Thornton auditors

Keane / NTT Data (Pason)

2008/03 - 2012/02 · Halifax, NS (Calgary, AB), Canada
Software Developer · *Oil & gas exploration software*

automated and manual testing · project management · software architecture · team management · technical documentation
Java, C, C++ · Linux, networking · MySQL

- **Saved Pason \$3 million** by replacing the billing system, used on 1,500 rigs, within the 9 month window before contract renewal.

Dash Software, Ltd.

2003 - 2007 · Victoria, BC, Canada
Software Developer · *Market research software*

customer support · sales · training · user documentation
Java, C, Tcl, XML · Linux, networking

Sole proprietorship

2001 - 2003 · Vancouver, BC, Canada
Software Developer · *Various software*

SeeBeyond (AutoDesk)

2000 - 2001 · Monrovia, CA (San Rafael, CA), U.S.A.
Professional Services Software Engineer · *Enterprise application integration*

business analysis · technical documentation
Java

Informix, Ltd.

1999 - 2000 · Dublin, Ireland
Software Porting Engineer · Database software

C · UNIX

Education

University of British Columbia

1995/09 - 1999/04 · Vancouver, British Columbia, Canada
B.Sc. Computer Science
Minor in Creative Writing

University of Waterloo 1993/09 - 1995/04 / Waterloo, Ontario, Canada / B.Math Computer Science (transferred to UBC)

Skills

Level	Soft Skills
Contributed to existing team	Conflict management · Sales (inside and outside) ·
Built a team	Budget management · Job descriptions · Performance improvement plan · Presentations and pitches · Requests for proposals (RFPs) · Succession planning · Vendor selection ·
Built multiple teams	1-on-1s · Bootstrapping · Career growth for team members · Collaborative design · Collaborative planning · Cost-cutting · Disaster recovery planning and implementation · Documentation (technical, user) · Estimation · Happiness management (adapting to team members' needs) · Internal audits (accounts, security, process) · Interviewing · Performance reviews · Project planning · Risk management · Roadmaps · Scrum · SOC 2 Type 2 · Work Breakdown Structure ·

Favourites:

1-on-1s · Collaborative planning & WBS · Budget management

Level	Hard Skills
Maintained a system	Airflow · Argo Events · Argo Workflows · Cassandra · chaos testing · C# · C++ · Cloudflare · CoTURN · Float · Flux (CD) · fuzz testing · Haskell · InfluxDB 2 · Jenkins · JupyterHub · Kotlin · LISP · Oracle · penetration testing · Perl · Rippling · SAML Jackson · SQL Server · Supertokens · Swift · Telegraf · Wasm ·
Built a system	AKS · Android dev · Ant · Asterisk · Auth0 · AWS · Azure · Azure App Center · Bison & yacc · Caddy reverse proxy · Digital Ocean · Docker Swarm · EKS · Gitea · GitHub Actions · GitLab CI/CD · GKE AutoPilot · Google Cloud (GCP) · Google Workspace · Grafana · Grafana Loki · HashiCorp Vault · Helm · iOS dev · Istio · JavaScript · Kaitai · Let's Encrypt · MetalLB · MongoDB Atlas · MySQL / MariaDB · NATS Jetstream · NGINX · Node.js · OAuth2-proxy · Ory Oathkeeper · Prometheus · qemu · RDS · Rocket.Chat · Rook / Ceph · structured logs · Tokbox · Tomcat · TypeScript · user interface testing · Velero + Restic ·
Built multiple systems	ArgoCD · Awk · Bash · C · Cert-manager · Docker · git · Grep · HTML5 · integration testing · iptables · Java · JSON · kind · Kubernetes · Lex · Linux · Make · Mozilla SOPS + AGE · PostgreSQL · Python · Sed · SQL · system testing · Tcl · Terraform · TOML · unit testing · UNIX · UTF-8 · XML · YAML ·

Favourites:

Kubernetes · Docker · Terraform · NATS Jetstream
C · Python · Java · Node.js

About Me

I love working on **programming** projects, especially toward making software development less obtuse, more powerful. On GitHub you'll find my UTF-8 lexing in C, and experiments toward a higher level programming language and "co-operating system".

[jtienhaara on GitHub](#)

I'm a big fan of **Kubernetes**, and in the past I helped organize and host CNCF Canada events. (If you're in Halifax, Nova Scotia, and would like to work together to bring CNCF Canada to Halifax, please do get in touch.)

<https://community.cncf.io/cloud-native-canada/>

<https://www.youtube.com/watch?v=lme fhvXYnnI&t=6s>

I love **music** and I played guitar in a number of bad heavy metal bands, some traditional and some improvisational, during my tweenage years.

I love writing **fiction**.

I love **visual art**, and doodling comics is a passion.

I love **woodworking**, creating utilitarian furniture with hand tools.

I play **ball hockey** and I recently took up **windsurfing**.

I **run**, mostly to socialise (the running community is wonderful) and to maintain mental health, and to lead teams of runners through relay races.



I have **2 cats**, Tulip and BlueBelle, who remind me every day how wonderful life is, and make me wish I could wiggle my tail and purr to show it. I love **dogs**, but I am still grieving my wonderful Plott Hound, Hazelnut. This year, while my sister is on sabbatical, I'm taking care of her Great Pyrenees, Pumpkin, who is goofy and magical and loves to shout "Get off my lawn!" at the starlings and squirrels.

<https://johann.tienhaara.ca>, my personal website.