

Employee Spotlight: James Marrs

Manager, Software Development

James Marrs joined RW3 in 2000 as a software development intern, while pursuing a 2nd Bachelor's in Computer Science from University of Texas (where he previously earned a Bachelor's in Molecular Biology). As an intern, James worked on most of RW3's core technologies and client systems.

In 2004, James helped oversee design, construction, and rollout of the NROC system and was soon promoted to manager of a dedicated Nestlé development, support, and reporting team. As manager, his responsibilities also encompassed projects which were outsourced to teams in India and Russia, as well as design and construction of new systems for two additional divisions of Nestlé (NPPC and EMD).

By 2006, James had revived the RW3 software internship program, helping identify talented new employees, and spent a few years alongside RW3's Engineering and Development teams working to optimize development processes, restructure the development team, and adopt Agile Development principles – eventually becoming manager of Software Development and SWAT in early 2009.

Over the years, James has partnered with many RW3 team members to architect novel client systems and to re-architect major parts of existing systems, as well as to ensure that RW3's server infrastructure meets the projected needs of our larger systems as they evolve and grow. From the "Team's" point of view, James is easy to work with and his input is invaluable. He is very methodical and relies strongly upon facts (both empirical evidence and published research) when making decisions, giving him a high degree of credibility and respect from both our Team and customers.

A pivotal point in James' career came in 2009 when he began working on real-time **Agile Development**. James especially appreciates his daily collaboration with customers and Account Managers, and the ability to consistently build working software in a timely fashion, at a comfortable pace. The Agile Development process enables adaptive change, which is more productive while less stressful and contentious. Agile Development has helped make the job more "fun" than work!



In this new year, James plans to continue improving the Agile Development process to better serve custom development, architect and build a new core backend to keep RW3 at the forefront of technology , and continue cultivating a world-class team of software developers.

Prior to RW3, James spent 6 months in a molecular biology medical research lab, four years in IT/tech support in the legal industry, and three years tutoring junior high and high school students in Math and Science. In his “spare” time, he enjoys the great outdoors, spending time with his niece and 4 nephews and (of course!) tinkering with software and computers.

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