DAN THARP

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Software Engineering Manager and Technical Leader with 30+ years of experience building and leading high-performing engineering teams across SaaS, healthcare, fintech, logistics, and digital platform environments. Proven success leading distributed teams, modernizing technology platforms, improving software delivery processes, and developing engineering talent. Experienced in AI-assisted development, platform engineering, Agile delivery, and cross-functional leadership.

SELECTED LEADERSHIP ACHIEVEMENTS

- Led engineering organizations of up to 20+ direct and indirect reports over the past 25 years.
- Managed software delivery and/or Information Technology support for SaaS, healthcare, logistics, fintech, manufacturing and digital platform products.
- Directed cloud modernization initiatives across Azure and AWS environments.
- Built and mentored distributed engineering teams across multiple time zones.
- Led organizations consisting of both full-time employees and contract resources across multiple geographies and time zones.
- Developed AI-powered agents and automation solutions using Copilot, Claude, Gemini, and Rovo to improve operational visibility, analyze team performance, optimize resource utilization, and identify process improvement opportunities.

EDUCATION

Illinois State University **January 1986 - December 1988**
Bachelor's, Computer Science *GPA: 3.34*

Illinois Central College **August 1983 - May 1985**
Associate's, Computer Science

PROFESSIONAL EXPERIENCE

Green Dot Corporation **February 2026 - Present**
Software Development Manager *Provo, UT, USA*

- Led a 20+ person engineering organization responsible for backend, web, and API platform development, quality assurance, and production support.
- Led engineering delivery across these team technologies: Web based Microsoft .NET applications, Microsoft SQL Server, AWS and Azure Cloud architectures.
- Developed and deployed AI-powered agents, skills, and workflow automations using Copilot, Claude, Gemini, and Rovo to improve operational visibility, accelerate problem resolution, and provide engineering insights.
- Partnered with Product, Revenue, Operations, Marketing, and UX teams to streamline CI/CD practices and improve release quality.
- Mentored engineers through structured performance coaching and career development, improving team engagement and retention.
- Led resource planning, strategic planning, and managed geographically distributed teams across multiple time zones, including both employees and contractors.

NetX **June 2024 - October 2025**
Software Engineering Manager *Portland, OR, USA*

- Managed a cross-functional engineering team of 12 supporting a SaaS Digital Asset Management platform serving enterprise customers (primarily museums).
- Implemented and refined use of ShapeUp processes (heavy Jira and Confluence use), work prioritization, and team building.
- Led engineering delivery across these team technologies: Java backend and React front-end UI, MySQL backend database, API, Postman, PostScript, GhostScript, TypeScript, Redis, Docker, Python, Amazon Web Services (AWS), Jira, Confluence, LucidChart.
- Championed best practices in software architecture, code quality and testing within the engineering organization to maintain high standards of excellence.
- Administered Jira and Confluence.
- Position eliminated during organizational workforce reduction on 10/10/2025.

Relatient **April 2023 - January 2024**

Software Engineering Manager *Franklin, TN, USA*

- Led a team of ~10 full stack engineers to deliver high-quality software solutions in a timely manner, ensuring customer satisfaction and business growth.
- Improved SaaS software development life cycle processes by implementing agile methodologies and facilitating cross-functional team collaboration.
- Collaborated with product managers to define clear project requirements, aligning engineering efforts with business goals.
- Managed software release cycles with careful planning, coordination, and communication across various departments.
- Developed comprehensive documentation for internal software systems, improving knowledge sharing among team members and reducing onboarding time for new hires.
- Increased overall team productivity through continuous process improvement initiatives and effective resource allocation.
- Championed best practices in software architecture, code quality, and testing within the engineering organization to maintain high standards of excellence.
- Resolved critical production issues quickly and effectively by leading incident response efforts during system outages or security breaches.
- Implemented and refined use of Scrum/Agile processes (heavy Jira and Confluence use).
- Provided regular feedback to both junior engineers and senior leadership on individual performance metrics and observations.
- Led engineering delivery across these team technologies: Perl, Laravel PHP, MySQL, Nest.js, Jasper, APIs, containerization, Postman, Swagger, Asterisk, Amazon Web Services (AWS), Jira, Confluence, LucidChart.
- Position eliminated during organizational restructuring on 1-25-2024.

Olive AI **February 2022 - February 2023**

Software Engineering Manager *Columbus, OH, USA*

- Coordinated with human resources on recruitment efforts to attract top talent in the software engineering field, contributing to a highly skilled and diverse team.
- Mentored the growth of junior engineers resulting in increased individual contributions to the team's success.
- Worked with other engineering leaders to plan, manage and coordinate teams around critcal development milestones.
- Cultivated partnerships between engineering, product and UX personnel to create holistically designed final products.
- Increased overall team productivity through continuous process improvement initiatives and effective resource allocation.
- Managed 9 member back-end Engineering team responsible for the development of web-based applications used by both Provider and Payer customers of Olive, utilizing AI to optimize the prior authorization process, saving millions of dollars in the healthcare space.
- Proactive involvement in technical design, architecture decisions, and refinement of software development cycle (SDLC) process improvement.
- Led engineering delivery across these team technologies: MS MVC C#, SQL, Entity Framework, Workload managed via Microsoft Azure Devops, Atlassian Jira and Jira Service Desk.
- Position eliminated during company-wide workforce reductions on 2-9-2023.

Eastern Standard **August 2021 - February 2022**

Web Development Team Manager *Philadelphia, PA, USA*

- Oversaw all aspects of the Development team, and was responsible for the quality of work, enforcement of best practices, the success of development projects including efficiency and profitability, directly managing team members, and hiring new members and contractors from across the world.
- Achieved project deadlines consistently by closely monitoring progress and proactively addressing any potential roadblocks.
- Collaborated with cross-functional departments to drive cohesive efforts towards common goals and objectives.
- Developed a high-performing team by recruiting top talent, providing ongoing training, and fostering a positive work environment.
- Coordinated team collaboration to share ideas and build best practices.
- Analyzed team performance data to provide meaningful insights, enabling informed decision-making.
- Delivered regular team meetings for aligned work towards common goals.
- Led engineering delivery across these team technologies: CMS (WordPress and Drupal), HTML/CSS/React.
- Also administered Atlassian Jira and Atlassian Service Desk.

MPOWR/SupplyCore **February 2018 - August 2021**

Software Development Manager *Rockford, IL, USA*

- Managed a distributed team (~10) of both Developers and QA that did full stack web development on MPOWR, a product that managed the social services needs of large groups of people.
- Reduced software defects by designing robust testing strategies and leading the QA team in executing test plans, both manual and automated.

- Recruited top talent for key positions within the department, building a high-performing team capable of tackling complex projects with confidence and efficiency.
- Championed continuous improvement initiatives within the department, identifying opportunities for process optimization and driving change where necessary to enhance overall effectiveness.
- Led engineering delivery across these team technologies: C#/MVC/.NET and React.js/JavaScript front-end with MS SQL Server back-end (some PostgreSQL) and embedded Izenda BI as the reporting engine all hosted in Microsoft Azure. Workload managed via Atlassian Jira using SCRUM/Agile/Kanban methodology.

Productive Programming Inc. **June 2017 - August 2017**
Application Development Manager *Verona, WI, USA*
- Short contract engagement to fill in for the previous Development Manager who left the organization suddenly.
- Worked to improve the morale of the team (11 members).
- Worked to establish standardization of requirements documentation, coding practices, quality/testing processes and release management procedures.
- Development environment: MS Visual Studio (VB.net) and MSSQL stored procedures.

Orchestrate Healthcare **April 2017 - May 2017**
Project Manager *Carbondale, CO, USA*
- Short contract engagement as a Project Manager to assist with the integration of reference lab results from Central Iowa Healthcare (a Unity Point Health hospital) to Allen Memorial Hospital in Waterloo, IA.
- Took part in the discovery of how current processes work, what HL7 data flowed from the CIH McKesson Paragon system to the reference lab, and what changes/challenges might be ahead regarding the utilization of the Corepoint EDI engine.
- Worked with Unity Point Pekin Hospital IT personnel who were also consulting on this short and very fast-moving project.

Time off with Daughter and Mother **May 2016 - February 2017**
Caregiver/Personal Assistant *Pekin, IL, USA*
- Note: After being laid off from ATS, I experienced a scarcity of IT Management positions in Central Illinois and the need to assist my daughter and mother during their illnesses caused me to take short term engagements rather than full time employment options.
- My daughter had Stage-4 Hodgkin's Lymphoma (cancer-free now) and my mother had a severe case of Fibromyalgia.
- I helped my daughter out including occasionally watching her children while she was sick from Chemo treatments and helped my Mom out with various life tasks that were made almost impossible due to her pain.

POINTcore **February 2016 - April 2016**
Regional Account Executive/Director *Peoria, IL, USA*
- Contract engagement at an experimental MSP arrangement between OSF and Hopedale Medical Complex in Hopedale, IL.
- Managed all IT needs of customers (hospitals, clinics, etc.), defined opportunities for improvement and then implemented solutions utilizing OSF IT resources.
- Made recommendations to senior management and IT Steering committee for ways to reduce costs, reduce risks, improve efficiencies, and maintain compliance with HIPAA, Meaningful Use, and other IT best practices.
- Identified and made recommendations for resolving various IT issues and improvements.
- MSP arrangement disbanded.

Sentinel Technologies **October 2015 - February 2016**
Advanced Project Manager *Springfield, IL, USA*
- Short contract engagement managing projects for customers implementing technologies such as Unified Communications, Data Center, Cloud Technologies, Video/Conferencing Collaboration, and Managed Services.
- Coordinated efforts of customers and Sentinel technicians to ensure projects were on time and under budget.
- Tracked projects using internally developed SharePoint workflows.
- Delivered exceptional customer satisfaction by proactively addressing client concerns and meeting or exceeding expectations throughout the engagement process.
- Successfully managed multiple projects simultaneously by prioritizing tasks according to urgency, resource availability, and alignment with organizational goals.
- Prepared detailed reports on project status for stakeholders, ensuring transparency and alignment with objectives.
- Achieved project deadlines by coordinating with contractors to manage performance.

Advanced Technology Services **March 2014 - March 2015**
Application Development Manager *Peoria, IL, USA*

- Managed a 14-member development team (and 1 contract person) responsible for developing enterprise-wide applications, including new UX for equipment maintenance system (SAP).
- As a part of rebuilding the Development team, established best practices and an ATS Business Service Development Framework using a service-oriented architecture, based in the cloud, allowing custom applications to consume and share common functionality such as data access, business processes, integrations, and logging/auditing.
- Led an Azure cloud adoption initiative that improved system resilience, geographic redundancy, and security compliance while enabling enterprise-wide access to applications and data (including EDI).
- Narrowed technology spread, established a re-usable development framework, refined QA processes, and implemented an Agile-SCRUM methodology.
- Technologies/tools standardized on: MS Visual Studio (IDE), MS Team Foundation Server, Rally (for Agile process), Microsoft .NET (including both VB and C#), JavaScript, Angular JS, LESS.js (as a CSS preprocessor), Bootstrap, Jquery, and others.
- Position eliminated during merging of multiple teams on 03-15-2025.

Pekin Hospital **July 2008 - December 2013**
IT Director *Pekin, IL, USA*

- Managed a 14-member IT team supporting all computer, communications, and networking technologies throughout the hospital and physician offices.
- Completely replaced all IT/telephony technologies (servers, PCs, entire data center, wireless, networking, backup/disaster recovery) and virtualized 75% of the servers and 200 desktops as part of meaningful use compliance.
- Developed comprehensive disaster recovery plans, ensuring business continuity in case of unforeseen events or emergencies.
- Streamlined helpdesk operations by implementing standardized ticketing systems for more effective issue resolution.
- Achieved Meaningful Use compliance resulting in millions of dollars from the government.
- Used MS SSIS and eGate to port transactions to/from various systems, used MS SQL Server stored procs to generate data for SSRS reporting, developed SharePoint/InfoPath forms and workflows, scripted un/installation processes for updating servers and over 800 PCs during down-times for upgrades.
- Did extensive maintenance (resolving fragmented indexes, query optimization, etc) on the large Paragon database.

G&D Integrated **February 2001 - July 2008**
Development Manager *Morton, IL, USA*

- Played a key role in the design and development of the VMI (Vendor Managed Inventory) system utilizing web-based .NET code, web services, handheld scanners, and Microsoft BizTalk ETL (ANSI X12, EDIFECS, XML). Parts receiving/locations/shipping reported to 70+ customers via Business Objects XI and back-end EDI transactions that completely automated invoicing for 70+ customers such as Caterpillar and Komatsu.
- Wrote all behind-the-scenes .NET code (including invoicing and EDI) for the VMI warehousing system, which provided real-time reporting and EDI notifications to customers such as Caterpillar, Komatsu, John Deere, and others.
- Designed, created, and maintained the database/data-warehouse for the VMI system.
- Selected, implemented, and supported an enterprise-wide EDI system, wrote applications and web-services to enable customizations per customer, was responsible for all EDI related implementations and all application development, and established the newly created Development team within G&D.
- Extensive involvement with the following technologies: Visual Basic, Microsoft BizTalk 2000- 2004, Microsoft SQL Server, EDIFECS (EDI specifications), COM+ Application Development, XML/XSLT, Harbinger TrustedLink for Windows (EDI), ASP Application development, VBScript, Microsoft Access, Windows 2000, and exploration of the Microsoft .NET environment.

Morton Welding **October 1997 - February 2001**
Systems Manager *Morton, IL, USA*

- Managed all IT/telephony systems including those that communicated with tube and sheet metal fabrication, laser cutting, and machining equipment.
- Automation and integration successes enabled the company to improve efficiencies, reduce costs, and gain recognition from customers like Caterpillar and Komatsu for quality and timeliness.
- Developed a wide variety of FoxPro and MS Access reports from the Made2Manage system, implemented customizations (FoxPro), and implemented barcoding per Caterpillar standards.
- Collaborated with business stakeholders to define system requirements for new technology initiatives, translating needs into actionable project plans (including the selection of a new manufacturing system).
- Maintained comprehensive inventory records of hardware assets and software licenses, ensuring compliance with usage agreements and facilitating efficient resource allocation.
- Reduced operational expenses by consolidating redundant systems and streamlining resource allocation across departments.

OSF Saint Francis Inc. **November 1994 - October 1997**
Project Manager *Peoria, IL, USA*

- Established and led a new Home Health IT organization supporting multiple healthcare business units throughout the OSF Home Care Services Division.
- Coordinated the creation of RFIs and RFPs for new system selections for various OSF Home Health businesses: Home Care Management & Consulting, Franciscan Home Therapeutics (infusion therapy), Alterna-Care Nursing Services (Hospice), Franciscan Medical Equipment (DME), Medi-Park Pharmacy, and Eastland Pharmacy.
- Along with project management and team leadership responsibilities, had extensive experience with MS Access, Visual Basic, dBASE III+, Clarion for Windows/DOS, Windows 3/3.11, Windows 95, Novell network utilities, MS Project, CA SuperProject, MS Excel, Word Perfect, Lotus cc:Mail, STAT2, MUMPS, Unix AIX (RS6000), Rumba, Ecco, Netscape Navigator, Act!, Visio, MS SourceSafe, Meeting Maker XP, and working knowledge of HTML and building personal web pages on the Internet.

SKILLS

Skills: ASP.NET, Atlassian, Data Analysis, JIRA, HTML/CSS, Management, Microsoft Azure, MySQL, .NET, Postman, REST APIs, SCRUM, Splunk, SQL, Tableau, Web Development, Zapier, Datadog, Quality Assurance (QA), Software Testing, TCP/IP, Agile, Confluence, Team Management, Git, People Management, Troubleshooting, Team Development, AI, Engineering Leadership, People Leadership, Performance Management, Career Development, Organizational Design, Strategic Planning, Cloud Modernization, SaaS Platforms, DevOps, Agile Delivery, Microsoft SQL Server, Microsoft Copilot, Google Gemini AI, Claude AI, Atlassian Rovo AI, Workflow Automation
Interests: Playing and writing guitar/instrumental music, playing video games especially VR.

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References

From Green Dot Corporation:
Mathew Romstadt: email: mpromstadt@yahoo.com, phone: (725) 274-2735
Rita Webb (Product Owner): phone: (503) 213-0904

From NetX:
Josh Mickley: email: joshua.mickley@gmail.com, phone: (804) 366-1649
Andrew Stefanich: email: andrewstefanich@gmail.com, phone: 206-276-4499
Noah Owen: email: contact@nowen.io, phone: 817-528-4778

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From Pekin Hospital:
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From G&D Integrated:
James Richardson, (Supervisor, CIO): cell: 309-208-1045, email:jlr2deg@gmail.com
Jennifer Kercheval (on my Development Team, later became Development Manager and eventually Technology Services Director over the IT team): email: jkercheval@gdtr.com, desk: 309-284-6776, cell: 309-241-0953
Billy Beach (on my Development Team): email: bbeach@gdtr.com, desk: 309-284-6757, cell: 309-472-6714

From Morton Welding:
Brodi Hall (Supervisor at one point): phone: 720-253-2839, email: brodiehall01@gmail.com
Rod Miller (Previous Systems Manager and co-worker): email: rmiller@mortonind.com
Niles Parr (Worked for me): cell: 309-696-5045, email: nparr@parrzone.com

Note: The following pages contain testimonials from people who have worked with me…
LinkedIn Recommendations
https://www.linkedin.com/in/dan-tharp-370a46/details/recommendations/?detailScreenTabIndex=0


Josh Mickley – Senior Java Engineer at NetX
"I am grateful for my experience working with Dan. He is a selfless leader with a people-first mentality that promoted a positive work environment where team members felt valued and encouraged to do their best work."


Andrew Stefanich – Platform Engineer at NetX
"I worked with Dan for the better part of year. He is a very kind individual and very pleasant to work with. I felt comfortable discussing technical things with Dan but also expressing the more human side of the workplace. I appreciated his structured approach, as it often helped me to stay on track."


Noah Owen – Technical Support Technician at NetX
"Dan is a great manager who genuinely cares about his staff. When I first started, he checked in often to make sure I had what I needed to be successful. He sets clear expectations, gives actionable feedback, and creates a calm, collaborative environment. His support and approachability made a very strong impression, and I genuinely enjoyed my time working with him."


Matthew Kemp – Senior System Administrator at Relatient
"Dan is insightful and patient, enabling his team and its projects to move forward against headwinds and unforeseens. He is willing to help others and reach across silos to enact positive change within an organization.
I had the pleasure of working alongside Dan Tharp during his tenure at Relatient, and I can confidently say he's an exceptional IT leader."


Dawn Dayton – System Analyst at Relatient
"Dan cares about every person he works with. He is very collaborative and supportive. He will put in as many hours as it takes to get the job done. He is very project driven. Any team would be lucky to be led by Dan."


Mundhavni Cheema – Product Enthusiast at Relatient

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“I had the pleasure of working alongside Dan Tharp during his tenure at Relatient, and I can confidently say he's an exceptional IT leader.

Dan's leadership style is outstanding – he's a true people's leader, always looking out for his team's well-being. He expertly manages workloads, ensuring teams aren't overloaded while maintaining a focus on timely delivery.

His proactive approach to project planning and product development discussions is commendable. Dan ensures thorough pre-planning, preventing any disruptions during sprints. His understanding of business needs is exceptional, and he played a crucial role in helping the development team identify dependencies and prioritize tasks effectively.

On a personal level, Dan is understanding, adaptive, jovial, and a supportive team member. Working with him was a pleasure, and I would jump at the chance to collaborate with him again.

I highly recommend Dan Tharp for any IT Management roles. He's a great bridge between Product and Development/Engineering teams.

Feel free to reach out if you'd like more details on our collaboration!”


Ben Van Wagner - Software Engineering Manager at Olive AI

“I had the pleasure of working alongside Dan at Olive. He was always attentive and engaging, demonstrating that he cared deeply about his team and delivering a quality product.

His open personality makes it easy to both share and receive feedback, and his great sense of humor and personality help tunnel through the down times. We loved to ideate on process and how to make things better for our teams which made him a great thought-partner. He’d make a fantastic addition to any company and I hope to work with him again soon!”


Jim Baez - Software Engineer II at Olive AI

“I would recommend Dan Tharp for any leadership position in the software engineering industry. As a software engineer who has worked closely with Dan for one year, I can say that he is an effective and competent manager.
Dan has the ability to lead and inspire teams of software engineers to achieve their goals and expectations. He has a unique talent for identifying individual strengths and weaknesses and then leveraging those strengths to achieve the best possible results. He consistently motivates team members to deliver high-quality work while maintaining a positive and collaborative team environment.
In my tenure with Dan, he has shown to be skilled at managing complex projects and ensuring that they are delivered on time and within budget. He is always proactive in identifying potential roadblocks and finding creative solutions to overcome them, which has resulted in consistently successful project outcomes.
Dan is an inspiring leader, manager, and team player, and I am confident that he will bring the same level of success and excellence to any organization fortunate enough to have him on their team.”


Harshini Bariki – QA Automation Engineer/Backend Engineer at Olive AI

“I have had pleasure experience working with Dan and having him as my Manager at Olive AI. He gives a complete autonomy for engineers to work on their priorities, which helps them to meet their project timelines. He focuses on employees well being and get know their career goals, he would help setting up a path to achieve them. Dan is a great asset to any company he is part of.”


Sam Carleton – Software Engineer II at Olive AI

“I have had the pleasure of working for and with Dan at Olive AI. What I value most in Dan is that he takes the time to hear others, taking their thoughts and concerns into account, resulting in them really feeling valued in the company. This is closely followed by his understanding of the process and the need to have a meaningful way of determining the effort required to get the job done, resulting in all parties knowing what can and will be achieved in a release cycle.”

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 **Danny Betancourt – Software Engineer II at Olive AI**

“Dan is an asset to any company he’s a part of and certainly was an asset to my team at Olive. He has a genuine interest in the wellbeing of those he manages and we were always welcome to be open with him. This improved our productivity greatly, especially during crunch time releases and difficult times. He has a keen eye for prioritizing tasks and a way with words to effectively set the plan of action in motion. I was very fortunate to have him as my manager and can only hope future managers will be as diligent.”

 **Daniel Christensen – Software Developer at SupplyCore**

“I worked with Dan for a little under a year at SupplyCore. One of the first things that you’ll notice about Dan is his great personality. His professionalism combined with his caring nature help make him a great team leader. Dan always allows his team members to speak openly and honestly during team meetings and makes his team members feel valued.

Not only is he very personable, but he is also well versed in web development and it’s best practices. As a new developer still finishing my final year of college, Dan would always take the time to answer my many questions and guide me as a developer. He did an excellent job of explaining and didn’t make mistakes feel like failures. Dan was a great boss and is still a close friend of mine.”

 **David Franklin – VP of IT (SupplyCore) and Chief Technology & Operations Officer (MPOWR)**

“Dan was a member of my management team for just under three years. During that time, what stands out the most is just how exceptional Dan is at working with people, and how easy it came. Many leaders get promoted into their management positions because of their technical knowledge, but then struggle with the human aspect of management. Dan is a natural leader, always going out of his way to ensure that his team has everything they need to be successful, and to feel like their voices are heard. He is empathetic, intuitive, displays high emotional intelligence when dealing with challenging personnel issues, and he truly cares about the people who report to him. This garners Dan a lot of respect within the team. Dan would be an asset to the IT leadership team in any organization.”

 **Vineet Kumar – Technical Support Manager at Damco Solutions (QA Lead at SupplyCore)**

“Mr. Dan Tharp is a fantastic professional who brings all the skills and expertise in Web development and Quality Analysis. It was indeed a pleasure working with such senior personnel at the office. Under his guidance, I gained a variety of skills that help me in every aspect. I worked as an QA Analyst for around two years. Though he was a senior, he always made me feel welcome and ask for my opinions and matters on various issues. He knew my qualities and always pushed me to work on it to make it better. He has expertise and extensive knowledge of various Domains and the legacy application that always helped me to get my doubts cleared, and the way he handles the clients/Vendor is genuinely remarkable. He has earned everybody’s respect through his skills and value. I recommend Mr. Dan Tharp as a senior needed for everyone who is looking to make themselves better.”

 **Dave Edlen – Principal Software Developer at MPOWR and SupplyCore**

“I worked with Dan for over 3 years at SupplyCore. He was a very knowledgeable team leader and always a strong advocate for his team members. Working in a highly technical field, he always stayed well informed about all technical issues. He always made great effort to address any concerns his team members brought to him and to remove any impediments to their work. I found him to be a very congenial co-worker, and I very much enjoyed working on his team.”

 **Benjamin Jordan – Developer at SupplyCore**

“I worked for Dan for two years and have nothing but praise for his management style, work ethic, personality, and the wide range of tools on his belt. During my time with him, he took feedback, implemented extensive time saving measures, eliminated redundant meetings, and streamlined our Agile processes. He was always available any time of day. His excellent communication skills paired with an open and honest approach made for a wonderful experience. If I could, I would work for him again in a heartbeat.”

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 **Robert Freedlund – Programmer Analyst/Software Developer at MPOWR and SupplyCore**

“Having Dan as a supervisor was a very positive experience. He went out of his way to learn our strengths and weakness and our likes and dislikes to find good fits for us in assigned projects. He knows that everything we do isn't always the most exciting, but strived to make each day a positive work experience.”

 **Travis Kale - Programmer Analyst Senior at Advanced Technology Services**

“I worked with Dan for about a year. In that year Dan constantly impressed me with his people skills. He puts his employees first and was loved by those who worked for him and with him. He was great at bringing individuals together and getting them to work as a team. I always felt I could speak openly with Dan without fear of repercussions even when my opinion differed from his.

Dan also has great technical skills. His years of experience in IT showed in meetings where some others at a managerial level are frequently lacking. Dan gets the big picture of software development and knows it's intricacies, quirks and hardships. Dan has been battle tested and has lived the programmers life.

I strongly endorse Dan as someone who could make a great addition to any IT organization.”

 **Justin Boundy - Software Engineer at Advanced Technology Services**

“Dan strives on team morale. When our department needed to be constructed, Dan worked well in making a solid team and working thru the problems that we had. Dan helped my personal growth and is excellent in solving problems. I would highly recommend Dan for any Development Management position in any company.”

 **David Sendelbach - .Net Software Engineer at Advanced Technology Services**

“Dan is the best manager I've ever worked for without question. Dan leads by leveraging the strengths of the people around him and encouraging personal growth for everyone on his team. Dan would be a strong asset for any organization.”

 **Joshua Stella - Software Engineer II at Advanced Technology Services**

“Dan is one of the best bosses I've ever had. He is an outgoing people person who always makes you feel like you are an important member of the team. I greatly enjoyed my time working with him and hope I can work with him again in the future.”

 **Rebecca Hohenbery - Software Engineer at Advanced Technology Services**

“Dan is an awesome boss to work for. I have worked with him for about 6 years. He gave me my first IT job and helped me to become a good developer. He is very caring and understanding. If you have an issue at work, he would do anything to help you. He was always available any time of the day. Dan will be sorely missed.”

 **Lisa (Lage) Sherman - Systems Adminstrator II at Pekin Hospital**

“Once Dan left Pekin Hospital, my department realized how much we missed of his management and leadership skills, not just in the department but across the hospital. In healthcare and our economy today, we are understaffed but projects were always mounting. Dan did a great job of trying to keep us focused on what we had to work on in front of us. He helped with our system downtimes, which I like in a leader that he can step into our shoes and help out. If I ever needed him for something, he always made the time so I could step into his office. He played therapist at times but was also honest and provided helpful critique. He gave me a thorough annual review which I appreciated because as an employee I feel it helps you grow when you know what you need to work on in your career. Dan was great at seeing the big picture, and when he was here he led and pushed to get major infrastructure upgraded so we could provide stability and efficiency to the hospital.”

Dan Tharp

Cell phone: 309-202-0828, Email: dantharp@gmail.com

 **Matthew Frauenhoffer – Systems Adminstrator at Pekin Hospital**

"The first thing that struck me about Dan was his dedication to our team. While the time that he was my director was short, I was continually impressed with how he handled the multiple requests for his time. No matter what time it was, he would make himself available to you if you needed someone to talk to and bounce ideas off of. Dan's technical skills are also very impressive and he was always willing to throw in a hand if you needed it. I considered it a privilege working with Dan and I hope our paths cross again in the future."

 **Aaron Sherman - Network Engineer at Pekin Hospital**

"Dan was one of the best managers I've had the pleasure of working with. He is especially skilled in making his team look good to the business, always talking us up and making sure everyone knew just how hard we work behind the scenes.

He also was great at insulating us from the politics inherent at every company. He would always run interference for us to keep "project creep" from becoming a problem. You don't realize how important this is until it is gone!

One of the biggest perks of working for Dan is that he is very flexible. He understands that life happens outside of work, and will go to any lengths to arrange time away as needed. Additionally, he understands the value of ongoing training, and fights to get that budget approved!

Above all, Dan is a very honest and genuine person. He is always very up front about his expectations, and will tell it like it is.

I hope to be able to work with Dan again in the future!"

 **Thomas Schael - Programmer/Analyst at Software Architects**

"Dan is an excellent developer and has a history of consistently delivering a first rate product to the client the first time. His communications skills are excellent and I would recommend him for any position he applies for. He's also a great friend."

 **David Van Dyke - PC Technician at Dewberry**

"Dan has worked in IT as long as anyone I know. He is a long time friend of the family. He is kind, generous and passionate. Congratulations on the new job Dan.
David Van Dyke"

 **James Richardson – CIO at G&D Integrated**

"Dan Tharp worked for me for 7 1/2 years as the Development Manager of our TS (Technology Services) Department. Dan was my first hire following my acceptance of the CIO position at G&D Integrated. Over the years, Dan and the team he recruited developed many solutions that supported G&D in achieving and maintaining competitive advantage and differentiation. These solutions covered EDI, B2B/B2C, web based applications, and other key areas. Dan is very effective at the management of developers, working with IT/non-IT personnel, platform selection and standardization, and ensuring that his employer meets its strategic goals from technology and efficiency perspectives."

 **Julie Bonn Blank - Bestselling Amazon Author. Speaker. DV Advocate. Author of suspense fiction. Website Designer.**

"Dan is an excellent musician and creative individual. He cares about his results and his reputation. Customer service and responsiveness is very important to him and this shows in all that he accomplishes. Julie Bonn Heath"

July 19, 2008, Julie was a client of Dan's

Recommendations/reviews from ZipRecuiter.com...

Dan Tharp

Cell phone: 309-202-0828, Email: dantharp@gmail.com

Amy Champion - Book Department Head at Lagron-Miller Company
"Dan Tharp was my direct supervisor/ manager at ATS. Dan is an incredible leader. He pulled together a new team of individuals after there had been a lot of disruption within the department before his arrival. Not only did he have the knowledge and hands on experience regarding software development but he also had the vision. He empowered his employees to do the job he had hired them to do so. Dan also took the time to have weekly meetings with everyone on the team to check in and see how things were going. He had a way of making everyone on the team feel like they were a valued, important part of the team. I would highly recommend Dan for any management job. He knows how to gets results and how to do it while showing his employees that he trusts there experience and values the job that they do."

Chase Park - Development Lead at PPi
"Dan was a great manager, with great ideas. He also wasn't afraid to let his subordinates take the lead and run with their ideas. He also stood behind everyone, without letting people take advantage of his support. I loved working for Dan, he was fair, and wasn't married to the idea of one technology or another, just whatever got the job done most efficiently in the time given."

Anne Dierker - Business Manager at University of Illinois College of Medicine Peoria
"I interacted with Dan at Pekin Hospital when I was Vice President over several departments. Dan brought a level of expertise and professionalism to the IT department. He developed strategic plans and made recommendations for much needed capital improvements. He worked with the IT staff to develop a team approach and improved customer service to departments. I found him to be responsive to requests but also protective of the IT staff when the volume of departmental requests exceeded their capacity to deliver service. He has a lot to offer in an IT leadership role. Feel free to contact me for further information. Anne Dierker"

Benjamin Rogers - IT Director at Illinois CancerCare
"I am a friend and also have a professional relationship with Dan as well. As IT Directors we have attended trade shows together and bounced ideas off of each other. He is not only skilled at IT, he is also a great guy. I couldn't recommend him enough."

Rebecca Hohenbery - Software Engineer III at Advanced Technology Services
"As a manager, Dan was a pleasure to work for. He was always available and easy to talk to. Team moral was important to him. He was always trying to improve the team and keep projects on track."

Billy Beach - Application Development Manager at G&D Integrated
"Dan was my boss for quite a few years, and I was always greatly impressed at how talented of a programmer he was, and how passionate he could be at doing his job. Beyond that though, he was also my mentor, and I owe a huge amount of my professional success to his tutelage."

Bill Schisler - Operations Support Team Lead - Development at Productive Programming Inc.
"Dan was the best development manager that I have ever worked for. I was lucky enough to have Dan as manager twice in my career. His knowledge and leadership abilities are well above average and I have not met his rival yet. When it comes to getting the most out of his employees and mentoring them, Dan is head and shoulders above other managers that I have worked for."

David Sendelbach - Programmer/Technical Trainer at Pearl Insurance
"Dan was one of the best supervisors I ever worked with. Very hard worker and cares about his employees. Super easy to work with."

Joshua Stella - Software Engineer at Satcom Direct
"Daniel was my direct supervisor at my previous position. He has a talent for managing teams and utilizing individuals talents. I genuinely like Daniel on both a professional and personal level."

James Richardson - IT Manager at Cox Transfer
"I held the position of CIO at G&D Integrated in Morton, IL from 2000 to 2013, Dan worked for me as our Application Development Manager which involved the management of a team of three Application Developers. Dan developed applications and performed EDI programming while managing his team. He was very effective at meeting deadlines and producing creative and innovative applications which allowed G&D Integrated to achieve greater competitive differentiation."

Justin Allen Boundy - Software Engineer at Advanced Technology Services

Dan Tharp

Cell phone: 309-202-0828, Email: dantharp@gmail.com

“Dan was a exceptional manager in our group. Bringing together talent and building a team from nothing.”

Aaron J Sherman - Network Engineer at Heart Technologies Inc.

“Dan was my manager at Pekin Hospital in the IT Department. Dan was always available to discuss problems and issues, or just be a friend to lend an ear. He did a good job of running interference when needed, and overall was a good boss.”