

RICK HAIR

Distinguished Software Engineer & Computer Science Educator

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PROFESSIONAL SUMMARY

Software engineer and WMHS alumnus with 20 years of industry experience, including **Blizzard Entertainment** and **Cryptic Studios**. Proven track record of translating complex systems into actionable knowledge. Transitioning into secondary education to apply two decades of global-scale engineering experience, offering the technical mastery and ethical grounding required to support advanced computer science education and teach responsible AI integration.

CORE COMPETENCIES

- **Classroom Readiness:** Former substitute teacher (WMHS/WOHS)
- **Instructional Leadership:** Curriculum development for internal engineering teams; 1-on-1 mentorship of junior developers; cross-functional stakeholder communication.
- **Technical Mastery:** Full-stack architecture (C/C++, Go, Java, Python); Distributed Systems; Cloud Infrastructure (AWS); Game Engine Tooling (Unity, Lua).
- **Systems Ethics:** Social impact auditing; algorithmic bias mitigation; HIPAA/Federal data compliance.
- **AI Literacy:** Leveraging LLMs (Large Language Models) for code augmentation, rapid prototyping, and instructional scaffolding.

PROFESSIONAL EXPERIENCE

Koin Games | Senior Server Engineer | 2023 – 2024

- Architected live-service backend infrastructure (AWS/Beamable) for high-concurrency systems and developed custom Unity-based tooling to streamline gameplay data management for design teams.

Blizzard Entertainment | Tools Software Engineer | 2021 – 2023

- **Hearthstone Team:** Rearchitected legacy Lua debugging systems to support multi-server concurrent connections, stabilizing real-time logic verification.
- **Instructional Design:** Authored comprehensive technical documentation and tutorials for design staff, bridging the gap between low-level server architecture and creative content scripting.

Cryptic Studios | Staff Software Engineer | 2020 – 2021

- Engineered core shared technology in a proprietary C dialect for multi-title game engines (Star Trek Online, Neverwinter, Magic: Legends).
- Collaborated with design leads to expose advanced scripting functionality, facilitating complex gameplay mechanics within strict performance constraints.

RRS Medical | Lead Software Engineer | 2019 – 2020

- Advised C-suite executives on technical strategy while maintaining full-stack infrastructure as lead developer through organizational restructuring and the 2020 pandemic.

General Dynamics Information Technology (GDIT) | Sr. Software Developer | 2018

- Developed mission-critical reconciliation reporting for the US Navy's **Troops-to-Teachers** program, ensuring data integrity within federal financial frameworks..

PioneerRx Pharmacy Software | Senior Software Developer | 2017 – 2018

- Developed financial integration tools for pharmacy POS systems and mentored non-technical staff into Quality Assurance roles.

Automatic Payroll Systems (APS) | Lead Backend Developer | 2011 – 2017

- **Technical Training:** Architected a unified RESTful API to support 400% team growth while delivering internal technical seminars on Go and systems architecture.
- **Ethics & AI:** Led R&D for biometric systems; advocated for project cancellation upon identifying racial bias in early-stage machine learning algorithms.

Bowman Systems | Lead Reporting Developer | 2005 – 2011

- Engineered automated diagnostic protocols and ETL pipelines for HIPAA-compliant data warehouses, significantly increasing system uptime and reliability.

Ouachita Parish School Board | Substitute Teacher | 2003 – 2004

- Facilitated classroom environments at WMHS and WOHS, ensuring lesson plan continuity and administrative support across diverse subject areas.

EDUCATION

Bachelor of Science in Computer Science

Louisiana Tech University (1997 – 2002)

CERTIFICATION ELIGIBILITY

- **Content Area:** Computer Science
- **Praxis I (Core):** Exempt via ACT Composite score (31)
- **Praxis II (Content):** Exempt via 30+ credit hours of Computer Science coursework (per **Bulletin 746**; valid through June 2027).
- **Status:** Eligible for immediate hire and issuance of a **Practitioner License (PL1)** upon enrollment in a state-approved certification program.