Ofer LaOr
R&D Leader

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/* HISTORY */

</> VP R&D   📅 2019 - Present   📍 Tel Aviv
Jolt – Flexible remote learning platform.
- Hired completely new Dev & QA teams while retaining productivity.
- Increased dev velocity consistently through 6 months of development.
- Restructured Prodev methodology, brought in new outsourcing company.
- Managed 10 person team (fullstack & QA) remote: Israel, Ukraine, Slovakia.

</> CTO   📅 2018 - 2019   📍 Berlin, Amsterdam
Industrial Physics – Metrology, Computer Vision, Machine Learning
- Managed remote teams (23 local employees + 15 in Amsterdam & Berlin).
- Migrated teams to Agile workflows, managed project flows and integration
- Streamlined products & production.
- Managing Director for Quality By Vision
- Managed the migration of the IP and production from Israel entity to Industrial Physics team in Berlin.

</> Senior consultant   📅 2017 - 2018   📍 Tel Aviv
Wix.com – Media group
- Managed open source video player team

</> VP R&D   📅 2015 - 2018   📍 Yoqneam
Quality By Vision – Metrology, Machine Vision, Statistical processing
- Brought company to profitability by reducing #products & inventory.
- Created new products in the RT image processing space.
- Rebuilt development process and system architecture
- Found buyer, negotiated & sold the company
- Tech: C#, Windows RT, Halcon, Computer Vision, Image processing, TFS, Jira

</> VP R&D   📅 2016   📍 Tel Aviv
Uniper care – Android based STB for Elderly home care
- Recruited & Managed dev team in Kanban.
- Created architecture.
- Supervised outsourced Platform development team.
- Tech: Android, Node.JS, Angular, Jira

</> Chief Software Architect   📅 2012 - 2015   📍 Tel Aviv
Vidmind – White-label pay TV Internet platform
- Managed Android STB, Android, iOS teams
- Managed system architecture: MongoDB, content ingestion (Java, Scala, Git), search (SOLR), build (Maven/Jenkins), iOS (Objective C), Android (Java), Web (Node.js, RoR, SASS, Angular).

</> CoFounder & CTO   📅 1997 - 2012   📍 Yoqneam
Quality By Vision – Metrology, Machine Vision, Statistical processing

</> CoFounder   📅 2004 - Present   📍 Modiin
Hometheater.co.il – Israel's largest private Consumer Electronics community.
- Consulted for various companies on CE & OTT: NDS, HOT, YES, CellcomTV

</> Lead Developer   📅 1993 - 1997   📍 Los Angeles
Sophtech – Web, infrastructure, Client-Server Microsoft based development
- Developed infrastructure systems, such as creating an ISP, data management systems for Nissan CA, Lead software development in Sound Dogs online audio systems, Lead development for LA Harbor & LA county projects.

</> Software Team Lead   📅 1993 - 1997   📍 Tzrifin
Matzov / Anaf Massad

/* STRENGTHS */

`Leader` `Agile` `Technical`
`Hiring expert`

Leader: Lead & manage local & remote teams towards producing successful & timely releases.

Agile: Product deliveries under tight deadlines, unstable conditions, high pressure environments.

Technical: I integrate new technologies and new concepts into the product streams.

Hiring: I have a unique hiring strategy – for creating a heterogeneous team.

/* WHO I AM */

Communicative: I bridge the gap between Dev, product and project. Excellent written and verbal skills after years of working in International companies, enterprise & startups.

Focus: Balance between urgent & important tasks, balancing short term needs & long-term goals!

Adaptive: I enjoy working in volatile, high pressure fast environments.

/* EDUCATION */

- **Business management**: Israeli open university (2015)
- **M.Sc. & B. Sc. computer science**: ACCIS-American College for Computer and Information Science (1994-1998)
- **A.Sc. electronics at Bosmat** (Technion, Haifa), special honors
- **Author of the book:** CGI Programming with Visual Basic
- **Patent:** US7511834
- **Citizenship:** Israeli & German

/* LANGUAGES */

English   ●●●●●
Hebrew   ●●●●●

/* HOBBIES */

- Video tech
- Photography & Drones
- Writing tech articles
- Mountain biking