

# CURRICULUM VITAE

2011-12-3

## JUHA T. VAINIO, MSc (TECH)

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### SUMMARY

Experienced leader of people, teams and projects. Proven track record of success in leadership of global multi-site teams through several drastic changes. Successful in building creativity and motivation during demanding times and improving performance through process optimization and coaching. Leading people since '06, MSc(Tech) since '01, in the Internet since '88, software developer since '85. Currently working with interaction and visual designers, strong background in software engineering (management, design and development).

### PERSONAL

Date and place of birth: 6<sup>th</sup> Oct 1974; Helsinki, Finland  
Marital status: Married, two children  
Nationality: Finnish

### EDUCATION

**2001 Master of Science (Technology/Engineering)**  
**Aalto University, School of Science and Technology**  
(Formerly Helsinki University of Technology)  
Department of Computer Science and Engineering  
Major: Telecommunications Software (mobile technologies, security)  
Minor: Interactive digital media (human-computer interaction)

1993 Matriculation examination general grade *Laudatur*  
*Pohjois-Helsinki High School*

### BRIEF EMPLOYMENT HISTORY (DETAILED INFORMATION AT THE END OF CV)

**05/2009 - present, Manager, User Experience Operations**  
**Accenture / Nokia Oyj, Smart Devices, User Experience Design**

06/2005 – 05/2009, Manager / Project Manager / Technical Lead  
Nokia Oyj, Devices RnD, S60 SW, Symbian OS Operative Management

06/2000 - 05/2005, (Senior) Software Developer  
Teleca Finland & UK / VDSL Systems Oy / Stonesoft Corp

## COMPETENCES

### Leadership and management

Leading people, situational leadership, cross-cultural leadership  
Change management, Multi-site virtual team management  
Project Management, Process development  
Scrum methodology (Certified ScrumMaster)  
Coaching

### Software engineering and design

Symbian, Silverlight, Android, Qt, QML, Windows, Linux, Unix  
Java, C++, C, C#, Python, Perl  
Communication protocols, internetworking, wireless and mobile technologies,  
UI design, Bluetooth, XML, HTML, UML, computer and network security

## OTHER SKILLS AND CHARACTERISTICS

Improvisation and creative problem solving  
Fast decision-making in difficult and complex environments, getting things done  
Learning and understanding new things and picking up new skills quickly  
Taking responsibility in situations where responsibilities are unclear  
Early adopter with analytical and open mind  
Need and drive for continuous development and learning

## PUBLICATIONS AND MISCELLANEOUS PROJECTS

### *My little mobile experimentation project*

Small continuous free-time project to familiarize myself with Android, Silverlight and QML programming and refresh my overall programming skills, 2011

### *Bluetooth security*

Vainio, Juha T., Internetworking seminar, Department of Computer Science and Engineering, Helsinki University of Technology, 2000

<http://www.iki.fi/jiitv/bluesec.html>

### *An application programming interface for replication in StoneBeat clusters*

Vainio, Juha T., Master's Thesis, Department of Computer Science and Engineering, Helsinki University of Technology, 2000

### *Project manager - Software Project Monrovia*

Multi-user dungeon game for Palm OS (client) and Linux (server) using Java,  
Department of Computer Science and Engineering, Helsinki University of Technology,  
2000 - 2001

## LANGUAGES

English (fluent), Finnish (native), Swedish (good), German, Japanese (basics)  
Living and working in Manchester, UK (9/2003 – 1/2004)

## HOBBIES

Aikido, cycling, playing the guitar, movies  
Secretary of Board, Tapiola Aikikai ry (2008-)

## **DETAILED PROJECTS EXPERIENCE**

**9/2011 – present, Accenture / Nokia Symbian Services / User Experience Design**

### **Manager, UX Operations, Finland South**

Heading the User Experience Operations teams of Helsinki, Espoo, Salo and Tampere in Finland.

Global operations management in Symbian User Experience organization, including line management of multi-national team of 15 people: UX project managers, graphics (visual) designers and localization specialists.

**5/2009 – 9/2011, Nokia / Smart Devices / User Experience Design**

### **Manager, UX Operations, Capital Area Finland & USA**

Heading the User Experience Operations teams of Helsinki, Espoo and Salo in Finland, Boston, San Diego and Silicon Valley in USA.

Global operations management in Symbian User Experience organization during what is arguably the toughest period ever in Nokia's history. Line management of the multi-national teams, 32 people altogether: (Senior) interaction designers, graphics (visual) designers, consumer experience specialists and localization specialists spread in 6 sites. Among other operative line management tasks the duties included wellbeing management, process development, resourcing, budget management, liaison work between Symbian User Experience and Nokia Design and competence development planning and execution for the whole Symbian UX organization.

**6/2005 – 5/2009, Nokia / S60 SW / Symbian OS Operative Management**

### **Symbian Triage Team (Symbian / S60) – Manager / Product Owner**

Solid Line Manager of a multinational multi-site agile scrum team of 7 (senior) software engineers debugging Symbian OS and analyzing defects. Being the Product Owner of the team "product".

Received constantly positive feedback in work atmosphere surveys. Leadership and True Nokia Leader score 100%.

Remaining the 'highest technical authority' of the team, making the most difficult decisions and helping out the team members with tough Symbian C++ programming issues.

Guided the team through several co-operation negotiations and large organizational changes. Transformed the team from a regular old-school project team to an agile scrum team. Collaborated with Symbian Ltd. on debugging efforts and quality improvement actions. Coordinated the team activities of Symbian OS consulting inside Nokia. Planned and executed the ramp-down of the activities and the team.

Actively networked within Nokia to find new areas where the team's vast Symbian OS expertise might be needed. Periodical trips to the UK, irregular trips to e.g. Asia, North America.

### **Symbian Ltd. developer migration to S60 development environment – Co-lead**

Nokia-side lead in migrating software engineers of former Symbian Ltd. to Nokia

S60 development environment.

Responsibilities included planning, project management, close co-operation and coordination with many teams and people both in Nokia and in former Symbian Ltd.

Tasks included but not limited to hardware and software requirements gathering, tools acquiring, training planning, negotiations with the target teams, scheduling and deploying in former Symbian Ltd.

### **Symbian Triage Team (Symbian / S60) – Project Manager**

Responsible of a project of a team of 7 (senior) software engineers debugging Symbian OS and analyzing defects. Collaborating with Symbian on debugging efforts, Symbian OS consulting inside Nokia, assigning debugging and consultancy tasks within the team.

Process training in China, India, Japan, USA; additional traveling periodically to the UK.

### **Symbian Triage Team (Symbian / S60) – Technical Lead / Specialist**

Responsible of the technical competence of Nokia Symbian Triage Team. Debugging Symbian OS and analyzing defects, collaborating with Symbian Ltd. people for fixing errors on Symbian OS.

Tackled the technically most challenging debugging tasks the team was assigned.

Using e.g. MetroWerks CodeWarrior with Symbian OS versions 7.0s - 9.2 and S60 versions 2.1 – 3.1, C++ coding for test programs to reveal defects. Co-ramped up the team and defined the processes of the newly adopted activity.

## **8/2003 – 5/2005, Teleca Finland / Teleca UK – Mobile Devices**

### **Mobile multimedia diary / advanced connectivity application (Symbian / S60) – Designer / implementer**

Co-designing and implementing operations with MS Visual C++ and Series 60 SDK for a database used for media and message records. Development of test tool and file manager for media database. Co-designing and implementing a module for error logging and function tracking using MS Visual C++ and assembler on Windows 2000 environment.

## **4/2002 – 5/2003, VDSL Systems**

### **SNMP pass-through agent for VDSL DSLAM (Linux) – Designer / implementer**

Designing and implementing a NET-SNMP pass-through agent for VDSL DSLAM using Python on an embedded Linux environment. Researching MIB information and implementing tentative versions of VDSL MIBs.

### **VDSL line control daemon for VDSL DSLAM (Linux) – Designer / implementer**

Designing and implementing a daemon responsible for controlling the VDSL lines and getting control and statistics information in VDSL DSLAM (embedded Linux). Duties included designing and implementing a protocol between the command line

interface and the daemon as well as implementing the existing protocol between the daemon and VDSL Burst Mode Engine chips. For testing purposes a Burst Mode Engine simulator was implemented using Python with curses.

#### **Command Line Interface for VDSL DSLAM (Linux) – Designer / implementer**

Designing and implementing a command line interface for VDSL DSLAM using Python on an embedded Linux environment. Primary duties included the implementation of show, debug, software updating, helper, and completer commands. Additional work on configuration command. XML parsing implemented using libxml2, protocol independent file transfer for software updating implemented using libcurl.

#### **6/2000 – 4/2002, Stonesoft**

##### **Clustering SDK (Linux/Sun Solaris/HP-UX) – Designer / implementer**

Designing and implementing an API for third party developers enabling them to use clustering solutions in their own products. Primary duty was the implementation of the clustering daemon which communicated with the Stonebeat daemon and replicated information between nodes of the cluster. Designed and implemented a protocol between the API functions and the daemon, as well as between the daemons in different nodes. The daemon was implemented using C on Linux, Sun Solaris, and HP-UX. The APIs were implemented in C and Java. My Master's Thesis was a part of this project, describing the theory, design, and implementation of the first version of Clustering SDK.

##### **SNMP extension agent for Stonebeat clustering software (Linux/Sun Solaris/HP-UX) – Designer / implementer**

Designing and implementing a NET-SNMP extension agent for Stonebeat clustering software using C on a Sun Solaris environment. Researching MIB information and updating the Stonebeat MIB.

##### **GUI development for SecurityCluster (Win32 Java) – Designer / implementer**

Taking over the implementation duties of the management GUI for the Security Cluster product. The GUI was designed in collaboration with the Italians who were responsible for the development of the Security Cluster. The GUI was implemented using Java on Windows NT (Borland JBuilder).

#### **5/1999 – 5/2000, Sonera Carrier Networks**

##### **VoIP research and testing – Technical Assistant**

Work in the department of Network Technology Development. Researching Voice over IP standards and comparing the existing protocols, H.323 and SIP. Testing the equipment and software in the VoIP laboratory, such as Microsoft Netmeeting, Cisco VoIP routers, Celsius VoIP system. Other duties included researching and testing ADSL equipment and performing VoIP tests using ADSL lines.