

Sean K. Friese

Principal Software Engineer · eLearning Architect · UX Enthusiast

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👤 SUMMARY

Full-stack software engineer with over 25 years of experience spanning enterprise platform development, eLearning architecture, UX design, and team leadership. Deep expertise in web-based training standards (SCORM, AICC, xAPI) and LMS interoperability. Proven track record of leading cross-functional teams, architecting scalable frameworks, and delivering solutions for Fortune 100 clients across aviation, healthcare, pharmaceutical, and technology industries.

📁 PROFESSIONAL EXPERIENCE

Ancile Solutions, Inc (now uPerform)

2012 – Present

Principal Software Engineer

🔗 upperform.com

Architect and maintain the core interoperability layers for the uPerform platform, connecting it with a wide range of enterprise LMS platforms. Currently managing the UX Team, overseeing all UX development pipeline work and future UX endeavors.

KEY CONTRIBUTIONS

Course Output Framework (Flash, HTML5)

Simulation Output Framework

LMS Interoperability Framework

SCORM 1.2 & 2004

AICC Integration

xAPI (Hackathon POC)

Course Editor

Cross-domain SCORM Proxy

Cross-domain AICC Proxy

SuccessFactors Proxlet

SCIM 2.0

Learning Library (Vue 2/3, Vite)

ALSO CONTRIBUTED TO

uAlign — Ruby on Rails, PostgreSQL

uGuide — JavaScript, .NET / Azure

Motive Learning, Inc

2007 – Present

Chief Technologist (Partnership)

motivelearning.com

Co-founder and chief technologist responsible for architecting and maintaining MotiveLMS — a full-featured learning management system serving aviation, healthcare, and industrial training clients.

MOTIVELMS CAPABILITIES

Asset Management

Custom Completion Certificates

Enrollment Matrix

HR Data Sync

ILT Events

OJT Checklists

Online Content Authoring

Qualifications

RESTful API

Telematics Integration

AICC & SCORM 1.2

CUSTOMERS

AOC

ASIG

BBA Aviation

dnata

FSM Group

gogo

Menzies Aviation

NexusMedX

Novotus

NowHire

PSA Airlines

Signature Flight Support

SimplexGrinnell

United Launch Alliance

RWD Technologies (now GP Strategies)

2005 – 2012

Senior Software Engineer

gpstrategies.com

Returned in an expanded engineering role focused on product development for web technologies and eLearning LMS communication standards (SCORM, AICC). Continued advancing eLearning framework development and enterprise training solutions for Fortune 100 clients.

Electronic Arts — Tiburon (EA Sports)

2004 – 2005

Senior Interface Designer

easports.com

Developed UI components for the "Online" portion of EA Sports titles including Madden '05, NCAA '05, and NASCAR '05. Coordinated cross-team efforts to maximize reusable asset efficiency across screens.

RWD Technologies (now GP Strategies)

2000 – 2004

Team Leader / Lead Integrator

gpstrategies.com

Led a team of web integration specialists for all worldwide eLearning projects. Key developer of custom course development frameworks and templates. Pioneered the use of Flash as a complete eLearning application platform with fully reusable assets.

NOTABLE PROJECTS

HP — PocketPC Course Framework

3COM — Palm Pilot Training

Nokia — WAP Mobile Course Dev

Tyco — VoiceXML POC

Takeda — Web Assessment Engine

Certification.NET — Assessment Engine

CUSTOMERS

3COM

ADT

Chevron

Compaq

ExxonMobil

Ford

HP

Kraft

Merck

Nokia

Princeton Energy

SimplexGrinnell

Tyco

Vodafone

Wells Fargo

EssentialNet Solutions

1999 – 2000

Manager, Internet Services / Lead Developer & Designer

ensusa.com

Led a development team for all web-related projects, managed client site maintenance and company servers. Acted as lead designer contributing mockups and UI design, including the FCAT Test Engine.

Harbor Branch Oceanographic Research Inst.

1996 – 1999

Server Administrator / PC Specialist

fau.edu/hboi

Technical support of 300+ users on a large Windows NT Domain, setup and maintenance of 30+ servers. Administered data backup solutions and designed a corporate Intranet for department communication and document management.

FREELANCE CONSULTING

CLIENT

PROJECT

Citrix

Custom HTML5 Course Development Framework — responsive, tablet & mobile-friendly with SCORM 1.2 and 2004 conformance

Harley Interactive

SCORM PDF Wrapper · Multi-Language SCO Framework (ADT/Tyco) · Custom Flash Courses & SAP LSO SCORM Integration (ULA)

CLIENT	PROJECT
Seminars Express	MediaSite SCORM Wrapper
Tyco	SCORM 1.2 Multi-language SCO Wrapper · SCORM content integration (Cornerstone LMS)

🔗 OPEN-SOURCE PROJECTS

PROJECT	DESCRIPTION
AICC Test Environment	Comprehensive AICC testing toolkit
Cross-domain AICC Proxy	Proxy solution for AICC communication across origins
Cross-domain SCORM Proxy	Proxy solution for SCORM communication across origins
LMSDiag	LMS diagnostics and debugging utility
SCO CommFactory	Shareable Content Object communication factory
Simple SCORM API	Lightweight SCORM API wrapper

★ CORE SKILLS

Languages & Frameworks: JavaScript, TypeScript, Vue.js (2 & 3), jQuery, PHP, Ruby on Rails, C# / .NET, Python, HTML5, CSS3

Tools & Platforms: Vite, Webpack, Azure, Git/GitHub, MySQL, PostgreSQL, Vitest, Jest, Jasmine

Leadership: UX Team Management, Scrum/Agile, Certified ScrumMaster, Technical Mentoring

eLearning Standards: SCORM 1.2, SCORM 2004, AICC, xAPI, SCIM 2.0, LMS Integration

Design & UX: User Interface Design, User Experience, Responsive Design, Accessibility, Design Systems

Architecture: RESTful APIs, SaaS Platforms, Cross-domain Proxies, Content Frameworks, Web Extensions

🌟 CERTIFICATIONS

Certified ScrumMaster

Scrum Alliance