STEPHAN MAYS

CONTACT

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SKILLS

MacOS, iOS, watchOS, tvOS
4D, FileMaker Pro, Proprietary DB
Final Cut Pro, Premiere, iMovie
Pages, Keynote, Numbers (iWork)
Word, PowerPoint, Excel (MS Office)
HTML, CSS, JavaScript, WYSIWYG
Photoshop, Illustrator, InDesign,
Acrobat, Etc (Adobe CC)
Agile, ALM (Trello, Jira, BaseCamp)

Graphic & Web / UX Design
Logo Design & Branding
Copy Writing & Proofreading
Social Media Content Management
Product Scoping & Management
Product Prototyping & Mockups
Project & Team Management
SaaS Development & Bug Tracking
Design Oversight, Creation & Review
Digital & Physical Media Experience
Trade Show & Presentation Materials
Individual & Group Training

Data Analysis & Organization
Effective Communication
Trusted Relationship Builder
Inventory Control / Supply Chain
Sales & Customer Service
Technical Service & Support
Feedback Management

Self-Driven Learner
Creative Problem Solver
Thoughtful Planner
Reliable Follow-through
Flexible Skill Set
Analytical & Intuitive Thinker
Exceptional Organization
Extremely Detail Oriented
Goal Driven Action Taker
Independent Multitasker
Dependable Teammate
Thoughtful & Fair Leader
...but also a perfectionist ;)

INTERESTS

Basketball & Lots of Running!
Auto Racing (all disciplines)

PROFILE

I'm a bright, young-hearted, fast learning, naturally talented and unique human with a dedicated work ethic, over-active brain and the mental fortitude to go one more!

STRENGTHS

- Strong mix of cross-departmental abilities and communication skills.
  (marketing, design, development, communication, planning, analysis, & more)
- Excessive attention to detail and obsessive organization and analytical values.
- Dedication to the success of the business, our team and valued customers.
- A continual learner, always absorbing and adding to my knowledge base.

PROFESSIONAL EXPERIENCE

Brokerage Box, Beaverton, OR I September 2017 - July 2019
Design Director, Project Manager
Online real estate management SaaS. Scope, design / copy write and manage Agile team development and launch of innovative new product in a small team.

Summa Realty, Beaverton, OR I March - 2014 - July 2019
Marketing Director
Define brand standards, materials and processes including development of intranet platform and automation tools. Graphic design and copy writing.

Summa Real Estate Group, Beaverton, OR I October 2013 - Present
Real Estate Broker
Independent Real Estate sales and consultation, mentoring and team sales.

Computer Stores Northwest (CSNW) (dba 'The Mac Store' & 'PowerMax.com')
RMA Manager, PowerMax I 2011 - 2013
Process, manage, account and report for merchandise returns, shipping claims and incoming trade-in computer inventory via multi-database system.

Inventory Manager, PowerMax / The Mac Store I 2008 - 2011
High volume management, receiving, shipping, inter-company transfer and fulfillment. Monthly inventory and reconciliation. Independent and team.

Sales & Inventory Specialist, The Mac Store I 2004 - 2008
Sales, phone and in-store support and service. Inventory management, receiving, shipping, merchandising. Independent and team.

PERSONAL EXPERIENCE

Space I 2012 - Infinity
Passion project. Design of screen-printed t-shirts sold online and in-store.

Detriment Productions I 2002 - 2004
BMX digital video project produced, filmed, edited and distributed by 2 man team.

Miscellaneous Projects I 2000 - 2010
Graphic, web and video design / consultation for: Lotek Shoes, Goods BMX, Tip Plus Distribution, Giant Bicycles / Mosh, Eternal Bike Company and more.

Professional Experience - As taken from Online Nike Careers Profile - Username: slodogg4130

PROJECT: Brokerage Box

LOCATION: Beaverton, OR

DATES EMPLOYED: September 2017 - July 2019

TITLE: Design Director, Project Manager

REASON FOR LEAVING: Laid off - lack of project funding

JOB DESCRIPTION / RESPONSIBILITIES:

Co-Founder. Main contributor of scope, design, management of development and marketing of launch. Leads / advises small internal agile development team. Work with sales and marketing team to help secure funding and marketing alpha, public beta and full release of product.

This was a startup environment that evolved out of another local business. Company / product evolved from the proprietary software system that was implemented in our sister real estate office (developed locally).

As a licensed real estate broker and real estate company graphic designer / marketing consultant I was the original team member / project manager. We hired 2 additional teammates; a backend database coder and front end design coder. Together we worked in an Agile environment along with the company owner to develop a unique all-in-one cloud based real estate office (brokerage) software-as-a-service product.

The owner's 25+ year real estate experience (and actually a Nike employee in the 90's) coupled with my real estate experience, project oversight and graphic design abilities allowed us to envision a system that would allow both an established real estate brokerage or a budding entrepreneur to plug in and instantly have access and support for all their real estate related needs including: brokerage startup and management, integrated marketing materials and website, a white-labeled experience with user customizable dashboards, an internal and global Realtor forum, customizable / auto-generated forms, transaction management, brokerage accounting and performance reports as well as a tool shop for 3rd party vendors.

Unfortunately the project has stalled due to funding and is currently looking for larger Angel or Venture Capitol investors.

Professional Experience - As taken from Online Nike Careers Profile - Username: slodogg4130

PROJECT: Summa Realty

LOCATION: Beaverton, OR

DATES EMPLOYED: March 2014 - July 2019

TITLE: Marketing Director

REASON FOR LEAVING: Evolved into next position at Brokerage Box (same owner)

JOB DESCRIPTION / RESPONSIBILITIES:

Define new brand standards, create new marketing materials and processes, including development of intranet platform and internal automation tools. **In addition to full time position, a licensed real estate broker performing both independent and team sales.

Upon obtaining a real estate license and joining Summa Realty the owner and team quickly found out I had a background in graphic design, databasing and systems. I was immediate taken on to do contract work for the brokerage as needed including company flyers, email or forum announcements, etc.

After an office upgrade to a much larger space and the hiring of a new business development manager I was partnered with such manager to develop an internal real estate marketing department. This initially consisted of creating flyers and property webpages for our Broker's listings in a very manual way. Soon we sought out automation tools, ultimately developing our own, first via in-house templates and later in partnership with local software development companies and printing partners.

Tragically my partner / manager passed away in a boating accident. I took over and carried on, tasked with both roles I pushed forward as we all recovered emotionally and systematically from the great loss.

A year later we decided to get more serious about automation and hired a software developer to work along side me. We developed an internal system that would further automate our real estate tasks and tie several systems together through our existing central database.

This developer and myself later evolved into our roles at Brokerage Box (above).

Professional Experience - As taken from Online Nike Careers Profile - Username: slodogg4130

PROJECT: Computer Stores Northwest (CSNW) (dba 'The Mac Store' & 'PowerMax.com')

LOCATION: Lake Oswego, OR / Portland, OR

DATES EMPLOYED: 2011 - 2013, 2008 - 2011, 2004 - 2008

TITLE: #1) Sales & Inventory Specialist, #2) Inventory Manager, #3) RMA Manager

REASON FOR LEAVING: Laid off - economic decline

JOB DESCRIPTION / RESPONSIBILITIES:

1) Starting in sales I employed my vast Apple knowledge to hit the ground running. Motivated by doing the right thing I quickly became a regular in the monthly top sales ranks.

I'll never forget when a lovely older couple came in and quickly told me they wanted to buy a computer... 'That one!' A top of the line G5 tower and a 30" Apple Display. I said that's a fantastic computer and that I had some questions about how they might use it. We determined that for their use we might look at some other options. They ended up happily taking home an iMac for their office, a laptop for travel and a load of accessories. They were ecstatic to get all of this for less than the $6,000 they walked in expecting to spend. That was a great day and I was so happy for them.

In the down time I let my mild OCD take over and was constantly stocking shelves. The Inventory Manager took note and asked if I was interested in splitting my time. We spoke to the manager and I was now operating in both capacities.

#2) Successfully leading the inventory team at retail I was asked to visit the headquarters to overhaul the warehouse. The current state was a miss-mash. In 3 days I reorganized the entire schema to a space saving and efficient layout. I was immediately moved into this position full time.

This inventory served several needs including: main receiving hub, distribution to 10 retail stores and shared inventory with the sister online store. At it's peak I was solely managing a rotating monthly $3M+ in Apple computer, parts and accessories with an average of 20,000+ units. I was able to achieve a standing 100% monthly inventory count, a feat never achieved prior.

#3) Looking to expand I inquired about this opening. The CEO didn't think it was a good fit. The General Manager convinced him otherwise and I was thrust into the role. When I arrived the department was a mess. 4+ weeks behind on processing customer trade-ins and returns.

With 2 weeks of planning, organizing and implementation the backlog caught up. The workspace was spotless with an efficient workflow, just the way I like it. Customers we happy, partner departments were running like clockwork and people were loving it, as was the CEO.

A major challenge of this role were the competing databases and how to process complex inventory changes and discrepancies between these 3 vastly different and incompatible systems.

In this role I further expanded my customer service skills with direct interactions daily. Conversing with often disgruntled customers via phone and email, I used my creative problem solving skills to find solutions to complex or sensitive situations.

Who am I and why am I here? Hi, I'm Stephan, nice to meet you!

I'm transforming my focus from dream to reality. So many of us yearn for dreams. "I wish I worked at Nike." "I wish I had a new car." It's human nature to dream, to wish, to hope, even to try, but most often that isn't enough. I've applied to endless jobs, altered my strategy, gone the extra mile (or 26.2), and have been frustrated with the lack of result. But that's my fault. I'm not doing enough to show the right people what makes me the right fit. What makes me special, valuable, dedicated and locked in on our success.

So what do I bring? First let me recognize that I understand my faults and areas of needed improvement. We all have them and I continue to strengthen those weak points. I also know that I'm not a traditional fit in many regards. Some call me a generalist but I view myself more as a diversified specialist. By that I mean my talent is being well versed in a wide variety of specialized skills, working closely with inter-departmental teams and bringing a wider eye and unique problem solving perspective to the table. This isn't a common position to find via a traditional job search and so I must utilize non-traditional methods to find my fit.

Creative Problem Solving
I'm the quiet guy in a meeting, observing and taking in as much information as possible, regardless of whether it's 'my lane' or not. I want to know why or why not, and how, and the connection points between the pieces. Then suddenly I speak. With purpose. As more than a few coworkers over the years have said, "If Stephan's talking it's probably for a good reason, and we should listen."

Whole Brain Thinker
Most folks gravitate toward left or right attributes and generally tend to stick there. I bridge that gap. I can be just as satisfied digging through data sets as I can creating digital design or a physical space. I like to embrace the fun that thought is to me. The things I think in depth about on a daily basis, I tell ya! I'll watch you get in your car and break down the reasoning you went through to do it that way. Why? Because everything is an opportunity to learn and improve and I find joy in that space!

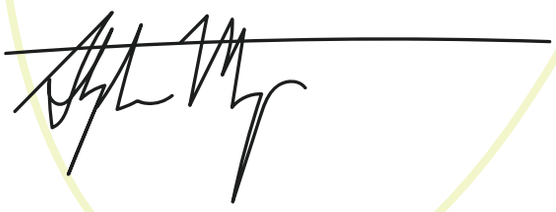
Design & Functionality
I also find great joy in the aesthetic and function of just about everything. From the physical of a shoe, bike, store / restaurant or packaging to the digital of software / website / apps, devices and appliances or video games, I am frequently drawn to the purposeful partnership of design and function. If the user can seamlessly interact with the subject resulting in a positive outcome, then the team has done their job. I love to be part of that process as a designer, project manager or boots on the ground teammate.

So why Nike, why Running? I've always been a runner, I just haven't always ran. Something I believe many of us can relate to. From being the fastest kid in Elementary to a Middle distance runner and turning away from Cross Country in High School my running journey has been varied. In 2010 I was deep into sneaker culture and decided to use a pair of running shoes for their intended purpose. Having always been a tech geek I found the Nike+ foot pod intriguing. Knowing that I had the ability I set out on my first run in a long time. It was about two miles and although I was tired I knew the fire was reignited.

Over the following years I became a regular runner but never pushed toward actually entering races. In 2013 I had done at least one 18 mile run. Up late and hungry I downed several granola bars and thought, I'm going to get on the treadmill tomorrow and go for broke. I ran 22 miles and walk / jogged the remaining 4.2. A marathon on a treadmill, on a late night whim. I was hooked.

While I ran alone for a few more years a good friend Allan said he wanted to run a marathon. Being larger this came as a surprise, but a very welcomed one. We and another good friend agreed to enter our first marathon together, Austin 2019. We all finished that race and since then Allan and I also ran the Eugene and Portland marathons, as well as just having all reunited in Austin for 2020.

That said, I'm not job searching, I'm finding my why, and the loudest constant in my heart is running. I need to be around running, and runners, and non-runners and team work and friends and strangers. I believe that Nike is this place for me. Not because it's 'Nike' but because of the deeply rooted sporting ethos that the brand embraces. This is no longer a dream, it is a purpose, a drive to better myself and those around me. To pay it forward. I've read a lot of "As you know, at Nike you have to be willing to take risks to reach your dreams" rejection emails from Nike, but today begins a new path for me. Here I am, taking a risk, nice to meet you.



Stephan Mays