

**ROBERT SCACCIA**  
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## CAREER HIGHLIGHTS

Innovative and respected Entrepreneur, Manager, Community Leader, and Firmware Architect with notable success managing and designing new products. Over 2 decades experience developing products on project teams, as well as holding project management and senior product management positions.

## AREAS OF EFFECTIVENESS

- Senior Product Management
- Firmware Architecture (C, C++)
- Change Evangelist, Innovator
- Instrumentation / Medical Industry
- Software Technology Leader
- Requirements Management
- Project Management
- Systems Engineering
- Partnership Management
- Technology Community Leader

## CAREER PROGRESSION

**USA Firmware, LLC.** *Broadview Hts, OH* **7/2011 to Present**  
*Provider of Comprehensive Firmware Services.*

**Under Contract with Multiple (3) Clients**

- Firmware development and process improvement with clients in the Aerospace, Consumer and Military industries.

**Codonics Inc.** *Middleburg Hts, OH* **2/2011 to 7/2011**  
*Global leader in image documentation solutions for the medical industry. Privately owned.*

**Senior Engineering Product Manager**

*Product Manager of the Integrity® and Virtua® product lines. \$10-15 million annual revenue*

- Managing all aspects of the Integrity® and Virtua® product lifecycle.
- Managing software development project using staged gate process.

**ThermoFisher Scientific** *Oakwood Village, OH* **2/2010 to 1/2011**  
*\$9 billion world leader in 'serving science'.*

**Systems Engineer**

*Leader, evangelist and mentor on using systems thinking and modern team collaboration tools.*

- Led effort to improve system requirement management process.
- Provided lead software support and installation of Spectroscopic Portal Monitor (SPM) systems.
- Provided frequent consultation to Project Manager on large product development effort.

**Keithley Instruments** *Solon, OH* **1996 to 2010**  
*\$110 million global electronic instruments design and manufacturing company.*

**Senior Staff Firmware Engineer**

*Lead Designer and Architect of 3 Firmware Design efforts.*

- F/W lead for ColdFire & Microblaze designs on Model 4225-PMU Ultra-Fast I-V Module.

**Third Party Products Department Manager**

*Department manager overseeing all third party instruments and product development activities.*

- Led projects working with several domestic and international suppliers.
- Worked successfully with cross functional groups due to the inorganic nature of products.
- Led an internal software product development for a tier-1 semiconductor manufacturer.
- Managed Model 3390 Arbitrary Wave Form Generator. Exceeded plan more than twofold and was featured on the cover of "Electronic Products" magazine: [www.electronicproducts.com/images/ep-jul09.jpg](http://www.electronicproducts.com/images/ep-jul09.jpg).

**Software and Firmware Technology Forum Leader**

*Led innovative team of software engineers towards consensus and implementation of several new process and competency improvements.*

- Hand selected out of all software and firmware engineers to lead the founding team.
- Successfully led several process improvement initiatives, including efforts to replace multiple revision control and problem resolution systems into corporate wide solutions.

**Staff Software / Firmware Engineer**

*Led a total of sixteen firmware, software, and digital design efforts.*

- Successfully led the embedded design efforts on eight products now in production.
- Participated in several software GUI/Client/Kernel design activities using MVS in C/C++.
- Co-architect of embedded software code base used on all but one of the 4200-SCS product family.
- Led the design efforts of nine software engineers, three co-ops, and one digital design engineer (over the years, not all at once).
- Catalyst behind moving several product lines from Super Loop to embedded RTOS.

**Picker International**

Solon, OH

1987 to 1996

*\$1 billion global medical imaging system design and manufacturing company. Eventually sold to Philips.*

**Staff Engineer, X-Ray Division**

*Led the design efforts of more than ten digital and analog circuits, sustained more than ten digital designs, one large system design, and two new embedded firmware architectures.*

- Sole hardware, firmware, and digital design engineer responsible for complex multiple processor automatic/robotic X-Ray system.
- Led the firmware and digital sustaining efforts for a battlefield deployable X-Ray system.
- Successfully completed the firmware and software design of a test vector based manufacturing test system for military X-Ray system.

**Project Champion, X-Ray Division**

*Led five multiple supplier based medical imaging system product development efforts, integration, and product introductions.*

- Successfully led several imaging systems product developments, included mammography, urology, mobile X-Ray and general radiology systems.
- Worked heavily with both domestic and international third party partners.
- Led several RSNA trade show and customer beta site installations.

**Gould Electronics**

Euclid, OH

1986 to 1987

*\$1 billion global conglomerate.*

**Digital Design Engineer, Ocean Systems Division**

- EPLU based inertial references unit design for the Gryo controller of the ASUW torpedo.

**Raytheon**

Sudbury, MA

1984 to 1986

*\$28 billion leader in defense, aeronautics, and consumer products.*

**Electrical Engineer, Equipment Division**

- CCD characterization for the positioning system of the Midgetman nuclear missile program.

**EDUCATION**

**MBA;** Baldwin Wallace College; *Berea, OH;* 2006 to Present (top of class 4.0 GPA)

**BSEE;** University of Vermont; *Burlington, VT*

**AFFILIATIONS**

Founder and Leader of 160 Member 'Firmware Engineers of Northeast Ohio'

Chair of the IEEE Computer Society for the Cleveland IEEE Section