

Phillip Rubin

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Senior Manager & Engineer

Results-driven IT professional with over 15 years of experience in managing and leading high-performing teams. Seeking an IT leadership role where I can leverage my expertise in developing and implementing strategic IT initiatives to drive business growth and operational efficiency. Proven track record of aligning technology solutions with organizational objectives to deliver innovative and cost-effective solutions. Dedicated to fostering a collaborative and customer-centric environment to ensure optimal IT service delivery and stakeholder satisfaction.

WORK EXPERIENCE

Allegiant Airlines

11/2023 - Present

Senior Manager of Windows Engineering & Virtualization

Hybrid (Las Vegas)

- Directed a high-performing team of 10+ Systems and Cloud engineers, enhancing team productivity by 40% through targeted training and mentorship.
- Transformed the team to adopt Infrastructure as Code (IaC), enhancing deployment speed by 80% through comprehensive Terraform and GitHub training.
- Spearheaded capital projects migrating on-premises resources to AWS and VMC, optimizing resource allocation and achieving a 30% reduction in operational costs.
- Cultivated strategic partnerships and negotiated contracts, achieving savings of 30% for Allegiant, enhancing budget efficiency.
- Restructured teams to create clear career pathways, resulting in successful promotions, enhancing team morale and retention.
- Directed security strategy enhancements by implementing Entra Identity Governance and Conditional Access policies, significantly strengthening organizational security posture.
- Led the foundational redesign of identity and access frameworks, adopting Microsoft Zero Trust architecture and technologies.

FlyOver Attractions

06/2021 - 11/2023

IT Manager

Hybrid (Las Vegas)

- Spearheaded the strategic development and lifecycle management of core infrastructure across hybrid environments, supporting 500+ virtual servers in VMware, Hyper-V, and Azure to drive scalability, resilience, and operational excellence.
- Led Tier 3 escalations and served as Product Owner for critical infrastructure services (AD, Azure AD, O365, DNS, DHCP, GPO, VMware, Windows Server, RHEL, Backup/Recovery, Business Continuity), achieving 98%+ service uptime and reducing incident resolution times by 30%.
- Led the overhaul of the imaging process by transitioning from legacy methods to the implementation of Windows Autopilot, streamlining device deployment and management.
- Led Endpoint Management and Automation, developing PowerShell and Bash scripts to automate application delivery, policy enforcement, and security hardening across Windows and macOS platforms.
- Ensured compliance with SOX, PCI, and ITIL standards, and served as a key member of the CAB committee, reviewing and approving changes to the production environment.
- Manage a global team of field engineers, IT analysts, and system administrators, driving cross-functional collaboration and ensuring the efficient delivery of IT services and support.
- Managed infrastructure and systems budgets for the entire organization, ensuring financial alignment with strategic IT goals and cost optimization.

Better.com
Senior System Engineer

06/2020 – 05/2021
Remote (New York)

- Led the rebuilding of foundational infrastructure for both on-premises and cloud-based platform solutions, ensuring scalability, reliability, and alignment with business objectives.
- Designed and implemented a new SCCM environment, creating and optimizing patching policies and procedures through Automatic Deployment Rules (ADR) for streamlined updates and security management.
- Managed installation, evaluation, maintenance, and troubleshooting of SCCM servers and distribution points (DPs), overseeing release management deployments to 5,000+ PCs globally to ensure seamless updates and configurations.
- Collaborated with third-party vendors to implement Advanced Imaging, enabling direct imaging from vendor distribution centers for streamlined deployment and logistics.
- Contributed as a key participant in developing and establishing best practices for the infrastructure Agile/Scrum team, driving efficiency and alignment with organizational goals.
- Created comprehensive documentation for infrastructure-owned platforms, including design builds, implementation processes, and ongoing support procedures to ensure operational continuity and knowledge transfer.
- Provided coaching and mentorship to junior engineers, fostering professional growth and improving team performance.

Station Casinos
Platform Engineer

11/2019 – 03/2020
Las Vegas, NV

- Managed infrastructure for 2,500+ servers, including Cisco UCS, NetApp Storage, and Windows Server OS (2003-2016), ensuring high performance, availability, and security across the environment.
- Restored SCOM to full functionality, enabling faster recovery times, improved vulnerability detection, and identification of undocumented devices across the network.
- Managed and remediated the Exchange 2013 environment, ensuring optimal performance, security, and reliability.
- Rebuilt Organizational Unit (OU) and Group Policy Object (GPO) structures in Active Directory, streamlining account provisioning and enhancing operational efficiency.
- Led VMware patching remediation, successfully updating over 50 ESXi hosts and ensuring a fully patched and secure VMware environment.

Breakthru Beverage
Lead Infrastructure Engineer

11/2018 – 11/2019
Las Vegas, NV

- Led the development and implementation of best practices for local infrastructure, ensuring efficiency, scalability, and alignment with organizational goals.
- Managed local infrastructure projects and led large-scale implementations, ensuring successful delivery within scope, budget, and timeline.
- Collaborated with the corporate team and served as the local team lead in successfully delivering an AX to SAP migration, ensuring seamless transition and minimal disruption to business operations.
- Developed and implemented automated workflows using PowerShell scripting, streamlining standard Active Directory procedures and significantly improving processing speed and efficiency.
- Collaborated with HR to streamline the onboarding process, enhancing the experience for new hires and improving efficiency across departments.

Infotek Consulting
System Engineer

03/2018 – 11/2019
Remote (Reston, VA)

- Managed VMware environment for both internal and hosted infrastructure, ensuring seamless operations, performance optimization, and scalability.
- Led the migration from G-Suite to on-premises Exchange, overseeing planning, execution, and successful transition with minimal disruption to users.
- Project Lead for migrating over 60 client servers from Windows Server 2008 R2 to 2012, successfully completing the upgrade on time and ensuring minimal disruption to operations.

- Managed and maintained hosted Citrix environments, ensuring optimal performance, user accessibility, and system reliability.
- Collaborated with the IT Director to align business systems with organizational objectives, driving strategic initiatives and enhancing operational efficiency.
- Led the development and implementation of a new monitoring and backup solution, successfully delivering both systems to enhance infrastructure reliability and data protection.
- Collaborated with the security team to maintain SOC 2 and NIST compliance, ensuring adherence to regulatory standards and enhancing overall security posture.

Trinity Health
System Engineer

11/2017 - 01/2018
North Dakota

- Served as the primary point of contact for Windows Server ticket escalations, resolving issues related to Exchange, Active Directory, GPOs, group memberships, and permissions for network resources.
- Installed and patched Windows Server 2008 R2-2016 across 500+ guest VMs, ensuring system stability, security, and optimal performance.
- Managed and remediated technical debt by migrating over 500 servers from outdated hardware to new Cisco blade servers, improving performance, scalability, and reducing long-term infrastructure costs.
- Managed storage infrastructure and successfully implemented new Dell EMC SANs and Data Domain, enhancing data availability, scalability, and disaster recovery capabilities.
- Administered Exchange 2010, managing all adds/changes and performing maintenance tasks across a multi-server Exchange environment to ensure optimal performance and reliability.
- Successfully built new SQL Servers and migrated databases from legacy infrastructure, ensuring seamless transition, improved performance, and reduced system downtime.
- Implemented enterprise-level backup solutions using Veeam Backup and Replication, ensuring data integrity, high availability, and disaster recovery across the organization.

Blue Man Group
IT Manager

12/2013 - 09/2017
Las Vegas, NV

- Served as the primary point of contact for all local infrastructure escalations, overseeing day-to-day operations to ensure efficient performance and timely issue resolution.
- Managed the IT budget and oversaw the purchasing of all hardware and software, ensuring cost-effective solutions and alignment with organizational needs.
- Provided mentorship and training for all end-users, supporting over 100 unique users and enhancing overall system proficiency and user experience.
- Identified and implemented new technologies, driving innovation and enhancing operational efficiency across the organization.
- Designed, relocated, and built a new data center, ensuring seamless migration, minimal downtime, and improved infrastructure scalability.
- Served as the technical lead for support and installation of product hotfixes for VMware ESXi versions 5.0 to 6.0, ensuring system stability and minimizing downtime.

Realty ONE Group
IT Manager

11/2012 - 03/2014
Las Vegas, NV

- Managed day-to-day operations for the IT department across 4 office locations, supporting 200+ PCs and 50+ network printers, ensuring seamless functionality and efficient IT service delivery.
- Established and maintained strong relationships with key vendors, ensuring reliable service delivery, cost-effective solutions, and timely resolution of issues.
- Led Windows Server patching and maintenance, ensuring system security, stability, and compliance with industry standards through timely updates and proactive issue resolution.
- Designed, relocated, and built new data center locations for two office expansions, ensuring seamless migration, optimized infrastructure, and minimal operational disruption.
- Provided Tier 2 and 3 end-user support, resolving complex technical issues and ensuring high levels of user satisfaction and operational efficiency.

EDUCATION

Undergrad in Computer Science

St. Mary's University

01/1996

Undergrad in Computer Science

Normandale Community College

CERTIFICATIONS

MCSA

Microsoft

A+

CompTIA

Network+

CompTIA

Security+

CompTIA

PROJECTS

Cloud Migrations

- Led end-to-end **cloud migration initiatives** spanning AWS, SharePoint, OneDrive, and VMware Cloud (VMC) environments, ensuring minimal business disruption and adherence to best practices.
- Architected and executed large-scale **AWS cloud migrations**, including rehosting, replatforming, and modernization of legacy applications for improved scalability and cost optimization.
- Directed **SharePoint Online and OneDrive for Business migrations**, streamlining content management, governance, and security policies to align with organizational compliance standards.
- Established **automation frameworks** for cloud provisioning, infrastructure as code (IaC), and migration processes, driving operational efficiency and reducing deployment times by 40%.
- Partnered with cross-functional teams to develop **cloud governance models**, ensuring data integrity, access control, and regulatory compliance across AWS, SharePoint, and OneDrive ecosystems.
- Delivered technical leadership for **lift-and-shift, application refactoring, and cloud-native transformation** projects, resulting in enhanced performance, security posture, and cost savings.

SKILLS

Active Directory, Agile, AWS, Azure, Backups, Bash Scripting, Business Continuity, Copilot, DHCP, Disaster Recovery, DNS, EC2, Endpoint Management, Enterprise Solutions, Entra ID, Exchange, GitHub, GRC, Group Policy, Identity Management, Intune, IPAM, ITIL, ITSM, JAMF, Leadership, M365, MacOSX, MDM, Mentorship, Okta, PCI, Photography, PowerShell, Problem Resolution, Python, RHEL, Risk Assessment, SCCM, SCRUM, SharePoint, SOX/SOC2, SQL, Storage, Teams, Terraform, Ubuntu, Virtualization, VMware, VPC, Windows Server OS