



Trevor Flexhaug

Digital Specialist

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Skills

- Web development
- Microsoft 365
- Database management
- UX testing & design
- Data analytics
- Data visualization
- Front-end development
- Back-end development
- Performance optimization
- Project management
- Stakeholder communication
- Technical documentation

Summary

Experienced web developer and digital solutions specialist with over 20 years of experience in higher education and private industry. Skilled in web development, UI/UX design, analytics, database systems, and workflow automation, with a strong focus on creating user-focused, data-driven, and accessible digital experiences.

Work Experience

Digital Developer - University of Lethbridge (2006–Present)

- Over 20 years of experience designing, developing, and maintaining enterprise-level websites and web applications for University of Lethbridge
- Designed and developed responsive, accessible, and user-focused websites and web applications serving students, faculty, staff, and external audiences
- Extensive experience with the Microsoft 365 ecosystem, including Co-pilot, SharePoint, Lists, Planner, and Power Automate, to support workflow automation, collaboration, project coordination, process improvement, and internal business solutions across departments
- Used analytics, usage statistics, and user behaviour data to support data-driven design decisions, improve navigation structures, optimize content placement, and enhance overall user engagement
- Analyzed website traffic, user interactions, and performance metrics to identify trends, troubleshoot usability issues, and recommend continuous improvements
- Developed and maintained custom web applications, themes, templates, and integrations using technologies including HTML, CSS, JavaScript, PHP, and CMS platforms
- Extensive experience working with relational databases, including database design, querying, optimization, maintenance, and integration with dynamic web applications
- Created and maintained database-driven solutions to support institutional workflows, content management, reporting, and online services
- Collaborated with stakeholders across academic and administrative departments to gather requirements, translate business needs into technical solutions, and deliver effective web-based tools
- Experienced in troubleshooting, testing, deployment workflows, version control, and maintaining development, testing, and production environments
- Strong communication, analytical, and problem-solving skills developed through long-term collaboration in higher education technology and digital services environments

Owner / Developer - Redwall Studios

(2004–2009)

- Co-founded and co-owned a web development business delivering custom websites and digital solutions for clients across multiple industries
- Managed end-to-end project lifecycles, including client discovery, requirements gathering, design coordination, development, and deployment
- Oversaw business operations including client acquisition, proposals, contracts, and service pricing
- Led or contributed to front-end and back-end development using modern web technologies and frameworks
- Maintained client relationships and provided ongoing support, maintenance, and website optimization services
- Coordinated project timelines, milestones, and deliverables in an agile-style workflow
- Contributed to business strategy, branding, and long-term service development initiatives

Media Developer - Trustmark/KO Advertising

(2000–2004)

- Helped establish and grow the web development division at Trustmark from the ground up, contributing to its growth into one of the region's leading web development firms during the early 2000s

Education & Training

- Computer Information Technology Diploma - Lethbridge College (now Lethbridge Polytechnic)
- Google Analytics Certification

References

References are available upon request.