

## OBJECTIVE

Engineering leader driven by opportunities to solve complex challenges within collaborative teams, while fostering the growth of the organization, my team, and my own professional development.

## SKILLS

### Engineering Leadership

Experienced **people-first leader** with a strong background in scaling teams, simplifying processes, and delivering impactful technical solutions in high-growth environments. Skilled in **team structuring, hiring, coaching,** and **performance management**. Advocate for engineering excellence, psychological safety, and collaborative leadership driven by **measurable, metric-focused** outcomes.

### DevOps and Cloud Services

Cloud Computing Infrastructure (AWS, Azure, GCP). Extensive knowledge of docker, serverless computing, configuration management (terraform, ansible), CI/CD (Github Actions, Jenkins, Circle CI), and Database Design (MySQL, MSSql, and NoSQL).

### Compliance and Risk Management

Regulatory standards including GDPR, HIPAA, PCI-DSS, HITrust, CCPA, and SOC 2 audits. Advocate for the Principle of Least Privilege, implementing strong access controls through IAM systems and role-based access control. Support and implement Zero Trust Architecture, ensuring continuous verification, segmentation, and minimal access across systems.

### Programming Languages

Proficient in PHP, Swift, Java, Typescript, Bash and Rust. Familiar with Go, Python, Ruby, and .

## EXPERIENCE

### 1Password – Remote – Engineering Manager (Platform Advancement)

2021 – Present

- Fostered the growth of 3 individual contributors into Engineering Manager roles, supporting their transition and long-term growth as leaders.
- Played a key role in scaling the engineering org by 40% during hypergrowth, hiring both peers and direct reports across multiple squads.
- Led the design and rollout of team structure and process improvements during a company-wide reorganization, increasing clarity, ownership, and delivery velocity by over 30%.

- Oversee development of 6 platform client applications, focusing on platform integration, a shared application shell, and native installer systems across macOS, Windows, Linux, iOS, Android, and Browser Extensions.

### **15five - Remote** – *Director of Engineering*

2020 - 2021

- Scaled teams by coaching and mentoring existing engineers, hiring new talent, and providing stability and guidance through an organizational acquisition.
- Mentored an individual contributor into a management role, resulting in a successful new team under their leadership.
- Partnered closely with Product to align roadmaps and consistently deliver on company-wide OKRs, driving measurable impact across squads.

### **Shogun - Remote** – *Senior Engineering Manager (Site Reliability)*

2020 - 2020

- Pioneered the implementation of Datadog and other observability tools to monitor and improve infrastructure stability and performance.
- Hired and led a Site Reliability Engineering (SRE) team of 4, establishing team norms and onboarding workflows.
- Developed and rolled out a structured incident severity classification and alerting process, improving response time and operational clarity.

### **Formstack - Remote** – *Director of Engineering (TechOps)*

2015 - 2020

- Hired and scaled a high-performing team of 20+ engineers across multiple disciplines and seniority levels.
- Led technical due diligence and integration planning for 4 M&A events, aligning engineering standards, people and systems post-acquisition.
- Introduced key process improvements, while spearheading implementation of compliance frameworks (PCI-DSS, HIPAA, and GDPR) embedding security and privacy into engineering workflows and product design.

## REFERENCES

#### **Jeff Johns (VP of Engineering)**

484.505.0864

#### **Brenton Rucker (IT App Supervisor)**

580.579.0065

#### **Aaron White (VP of Product)**

812.320.2058

#### **Andrew Clark (CP0)**

317.919.0088

## CERTIFICATIONS

- AWS Certified Solutions Architect, Professional (SAP)
- AWS Certified Database - Specialty (DBS)
- AWS Cloud Practitioner (CLF)
- Certified Scrum Master