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Vancouver, Canada

Profile

Proven Technology Leader and Executive

Software engineering leader and executive with a background in FinTech and Cloud Computing. More than 10 years guiding software teams and projects through rapid growth while balancing flexibility, efficiency, and revenue. Track record of building a long-term vision, driving execution, and establishing credibility and influence across diverse organizations.

Software Engineering & Leadership

Founding Engineer - usetola.com

San Francisco CA

January 2021 - Current

- Designed and implemented the initial prototype including our long term technology choices during YC prior to raising a 5M seed round from Sequoia.
- Lead and built the MVP of our BaaS integration, Risk analysis engine, infrastructure, monitoring, CI/CD pipelines, and testing infrastructure using a combination of frameworks and libraries like NextJS, Postgresql, Typescript, and tRPC.
- Hired additional experienced staff including front-end and back-end engineers. Provided tools and guidance to help team members ramp up to be productive team members on their first day.
- Lead the transition between BaaS providers with no downtime or loss of transaction volume in a live/live migration.
- Built the metrics/analytics reporting system in use by the company to coordinate organization wide priorities and overall health.

Fractional CTO - Self Employed

Vancouver BC

September 2019 - Current

- Provided TELUS Digital with both strategy & software to measure the performance of the team of 800 software developers. This has become a key initiative for H2 2020.
- Lead and built the MVP for the Abstract Operations Company which automates back office processes.
- Designed a strategy and early prototypes for commit.dev which attracts developer talent and allows teams to ship new software to production on day one 8x faster than industry average using a product called Zero.
- Provided guidance on creating an environment which stimulates the growth of individuals at Lumen5 as they triple their revenue in 2020.
- Advising several startups in the Vancouver area to help companies with hiring practices, infrastructure resiliency, and team structure as they raise their seed rounds in the 3-5M range.

- Initiated and Lead virtual leadership roundtable where up to 20 CTOs discuss strategy and technology innovation.

CTO - AvenueHQ.com

Vancouver BC

September 2018 - April 2019

- Hired, managed, and coached a team of 10 polyglot software engineers while promoting transparency, accountability, and performance resulting in 150 feature deployments per quarter.
- Designed and oversaw KPI system which improved API and site response time by 90%. improving conversion rates by 3x.
- Built processes to manage over 300 regional MSP API integrations.
- Collaborated weekly with executive management to identify growth opportunities resulting in a drop to net revenue churn by 2%.

VP of Engineering - Bench.co

Vancouver BC

January 2015 - March 2018

- Implemented career matrices involving career tracks and salary bands for managers and engineers resulting in quality hiring with retention rates longer than industry average by 10 months.
- Recruited and managed a team of 30 polyglot engineers by creating several domain based squads and organizing their work along customer boundaries resulting in better collaboration and team autonomy.
- Implemented balanced OKRs and KPIs which optimized growth and efficiency while maintaining quality. This resulted in over 300 software releases per quarter without significant downtime.
- Designed and deployed data pipelines and machine learning algorithms to improve margins and operational efficiency by 400%.

Co-Founder & CTO - Caliper.io

Vancouver BC

July 2012 - December 2013

- Designed an automated client side library for measuring browser and API performance for single page applications (Angular, React, Backbone, Ember.js) which took developers less than 5 minutes.
- Built and designed infrastructure for gathering and reporting on per-user telemetry data from 1M+ mobile and desktop devices.
- Designed and developed a high throughput read-optimized telemetry reporting system using lua and redis which allowed reporting on arbitrary percentile windows in less than 10ms.

Director of Product - Joyent.com

San Francisco CA

July 2010 - July 2012

- Managed the direction and vision for the roadmap, implementation, and marketing of SmartOS and SmartDataCenter products for 8 quarters.

- Oversaw the launch of Joyent's linux based public cloud solution in 2010 with over 10,000 beta users.
- Managed the distributed lab where we performed operating systems level research for a team of 50 remote software developers.
- Designed and Invented distributed container registry service which managed 1000's of container images.

Skills

Engineering & Leadership: Recruiting, management, coaching, conflict resolution, technical product strategy, software architecture, automation, agile development, resiliency, financial modeling. Web applications, Systems Engineering, Go/Golang, Javascript, Typescript, SQL, Distributed Computing, Cloud computing, IaaS, DevOps, CI/CD, Monitoring, and QA automation.