

## WORK EXPERIENCE

<b>OppFi</b> , Senior Director, Engineering	2022
Director, Engineering	2021 – 2022
Development Manager	2018 – 2021

### Summary

OppFi scaled from ~\$80M to ~\$400M in loan issuances during my tenure. Owned one of three Application Development divisions and managed 30% of OppFi's Engineering headcount. Directly responsible for a critical system that executed ~50% of origination & servicing processes and served as the source of truth for ~90% of company data. Key achievements include stabilizing an unstable pre-existing system, building the team (and culture) around it, and leading the division through OppFi's public market exit (July 2021) with an in-scope ITGC system.

### People Management & Governance

- Grew my division from 4 to 20 people, evolving the organization structure for scale into three teams with managers who reported directly to me.
- Defined and implemented the necessary procedures for the system to adhere to ITGC controls in direct coordination with OppFi auditors.
- Managed vendor budgets as well as the compensation and bonus allocations for three reporting teams.
- Created a career matrix that provided transparency and equitability in order to establish a growth-minded culture. Held managers accountable for reviewing matrixes quarterly with their direct reports.
- Implemented an on-call program with rotation schedules to respond to production issues utilizing integrations with SumoLogic & Pagerduty.
- Launched weekly Quality of Life polls to measure Burn out, Happiness, and Productivity (team average was 2, 4.5, and 4, respectively, out of 5). To address a downward trend of scores due to Covid-driven remote work, introduced a virtual presence tool (Pesto & Visual Studio Code Live Share) that facilitated team connectivity and collaboration. The result was a lift in Happiness score back to 4.5 and improved velocity WoW.
- Established discipline guilds as a cross-team forum for discussing design patterns, best practices, and process improvements.
- Instituted a "why" philosophy throughout the teams, which required all individuals regardless of level to understand the "why" before acting. This encouraged engineers to take greater accountability for their actions and become SMEs of the business processes they impacted.

### Strategy & Delivery

- Directly engaged with and reported to the C-Suite.
- Managed and led delivery of multiple million dollar, cross-team projects that impacted applications across the technology stack, including Salesforce, Ruby, and Clojure.
- Introduced quality processes, design patterns, and controls that stabilized a previously unstable system that had been experiencing multiple high impact production issues each week.
- Implemented a Kanban style of development with a twice-weekly release schedule that evolved to be fully compliant with ITGC controls.
- Reworked the technology organization's delivery processes in partnership with peer technology directors.
- Continually improved processes for business stakeholders in collaboration with embedded product members.
- Built a delivery process, in alignment with OppFi's risk appetite, with automated regressions that simulated multiple lifecycle paths of a customer, a strong test suite, and linters.
- Introduced CI/CD processes (first with Jenkins and later GitHub Actions) that fully automated deployments to test environments and production with accommodations for ITGC Controls.

- Led meetings and design discussions to monitor and steer implementations through complex legal and compliance regulations and requirements.

**Slalom Consulting**, Consultant

2015 - 2018

### Summary

Within various roles (development, architecture, and account management), delivered projects that achieved client objectives per the Statement of Work. Additional responsibilities included facilitating growth and mentorship of junior developers, leading internal initiatives, and crafting Statement of Work headcounts and timelines.

### Notable Engagements

Multi-Billion Dollar Auto Warranty Client in Chicago

- Handled project management, burn rates, and account financials; tracking spend and managing time approvals across the team.
- Evaluated platform limitations and bottlenecks leading to a re-architecture of their framework to allow for a 200% increase in bulk processing claims while reducing overall processing time.
- Implemented new features for the client's rules engine, including a business-friendly interface and more flexibility in rule configuration. This led to improved performance and stability.

Beverage Industry Fortune 500 Client in St. Louis

- Developed a financial entry interface utilizing Aura, Salesforce's proprietary JavaScript framework.
- Managed 5 developers, conducted code reviews, and developed architectural designs by working closely with the business to understand requirements and manage scope.
- Setup agile communication plans and documents to outline team and client communications.

Property Management Firm in Phoenix

- Developed a console that allowed for coordinators to view open properties for prep and schedule technicians to perform services.
- Assisted in the architecture implemented under the early design phases of the project as well as managed a junior developer on the team.
- Handled Code Review and aided in ensuring clean readable and efficient code.

### CERTIFICATIONS

Certified Agile Leadership I, *Scrum Alliance*

ICAgile Certified Professional – Agile Coaching, *ICAgile*

### SIDE PROJECTS

**Timecard Program**, built on NextJS with MongoDB, ReactJS and Docker, deployed behind a GCP Load Balancer and split against two Cloud Run containers.

**Gift Card program**, built on MeteorJS running on a Droplet on Digital Ocean.

**Incoming Mail Parser**, built on NodeJS with MSSQL and Azure Service Bus, deployed on Azure Functions and supporting both inbound SendGrid and Mailgun mail.

### EDUCATION

**DePaul University**, *BSB, Management Information Systems*