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Curriculum Vitae

Software Engineering Executive

SUMMARY

Experienced and entrepreneurial technology executive with over 15 years of success leading large, distributed software engineering teams across cutting-edge and mainstream technologies, including Agentic AI with LLMs, gaming, eCommerce, SaaS, AR/VR, and full-stack development. Adept at building high-impact, cross-functional teams and fostering environments where engineers thrive, innovate, and deliver exceptional results. A hands-on leader with deep expertise in infrastructure, architecture, and scalable application delivery, with a proven track record of shipping secure, high-performing products used by millions. Skilled in navigating both startup and enterprise environments, aligning technical strategy with bold product visions, and driving initiatives that span technology, design, and business. Passionate about emerging technologies and scaling challenges, always focused on customer success and measurable outcomes.

EXPERIENCE

Sr. Director - AI Engineering **January 2026 – present**

Ai71 – Abu Dhabi, United Arab Emirates www.ai71.ai

- Build and lead teams of mangers, data scientists, data engineers, machine learning engineers, software engineers, technical project managers, and others to implement cutting edge AI solutions.
- Managing P&L for several, high profile multinational defense contracts exceeding $40M USD.

Chief Technology Officer **August 2025 – present**

Edaiga – London, United Kingdom www.edaiga.com

- Strategic vision development and implementation for AI technology company.

Head of Engineering - Cloud + AI for Manufacturing & Mobility **October 2024 – September 2025**

Microsoft – Praha, Česká Republika www.microsoft.com

- Heading organization of 60+ individuals both managers and engineers responsible for bringing AI to manufacturing customers, partners, independent software vendors by creating products which enable turn-key mediation architecture, big data solutions on top of Azure, Fabric, and various LLMs. Integrating with CoPilot Studio and expanding AI capabilities of existing platforms.
- Spearhead customer engagement with several high-profile business demonstrations and negotiations to partner in transformative technology adaptation and execution including but not limited to McLaren, Rolls-Royce, Bridgestone Tire, Aston-Martin F1, and many more.
- Lead several teams in Europe, US, and India by establishing rhythm of business, execution plan, partner and customer proof-of-concepts, strategy (i.e., partner, execution, product, architecture, observability, etc.), drive accountability, demonstrations, security compliance, data sovereignty, and collaborative product roadmap. Influence stakeholders and partners to support strategic thinking and alignment.
- Oversee from inception, design, implementation, preview, through general audience release of Microsoft Cloud for Industries (MCI) Manufacturing Data Solutions on Fabric (MDSF) utilizing dynamic KQL generation, retrieval-augmented generation (RAG), CoPilot template for Factory Operations Agent (FOA) on Azure AI, & CoPilot Studio product Factory Safety Agent (FSA). Demonstrated customer manufacturing waste costs by 25%, customer QA failure rate reductions by 85.7%, and customer lookup times on average of 75%, respectively.

- Oversee visionary product development roadmap and strategy of Agentic System Manufacturing Level 3 Supervisor Agent (ML3SA) along with sub-agents Manufacturing Quality Control Agent (MQCA), Change Management Agent (MCMA), and many more.
- Plan, implement, and execute MCI product demonstrations at Hannover Messe Industrial 2025.
- Executive sponsor of Microsoft Development Center Prague's (MDCP) Learning & Development council and initiatives. Includes speaking engagements internally and externally, planning, and executing several conferences, hack-a-thons, maker space initiatives, and much more.

Sr. Director – Teams & GroupMe Platform Services **July 2021 – September 2024**

Microsoft – Praha, Česká Republika www.microsoft.com
www.groupme.com

- Grew the GroupMe social networking platform from 25M MAU to 39M MAU (62.5%) in the span of two years by collaborating with product stakeholders while leading a team of an engineering organization. Led architectural design discussions, decisions, and drove roadmap to success. Data-driven approach to roadmapping and prioritization.
- Managing managers and engineers within an organization of 80+ individuals. Engineering, culture, and product leadership. Microsoft Teams, GroupMe and Skype (interim). Managing budgets, vendor relationships, hiring and team building, provide mentorship, driving best practices, operational excellence, and engineering excellence, technical debt management, process design and implementation, agile/scrum software engineering, continuous improvement, architecture design and review, budget, and much, much more.
- Build and maintain complex distributed cloud based systems and micrososervices capable of handling diverse influx of traffic at massive scale. Front end components utilized by millions of customers. Distributed engineers and teams located across three continents. Designed, implemented, and maintained systems that ran in the 100s of millions of users in terms of DAU and MAU with excellent availability and billions of messages sent between users! Improved reliability from 97% to 99.9%. Planned and implemented disaster recovery, fraud mitigation, review regulatory standards, and execute adherence to security policies and privacy data laws.
- Migrated manually installed services and infrastructure to managed systems, Terraform, Docker, Kubernetes, etc. Drastically improved scalability while simultaneously reducing costs. Hired and coached teams while maintaining high level of engineering satisfaction. Addressed information security, infrastructure, developer and application roadmap items drastically improving each area.
- Budget planning, vendor management, cost analysis, purchase order (PO) management, and more.
- Executive sponsor of Microsoft Development Center Prague's (MDCP) Learning & Development council and initiatives. Includes speaking engagements internally and externally, planning, and executing several conferences, hack-a-thons, maker space initiatives, and much more.
- Engineering teams and stakeholders located in US, Canada, Europe, and India.

Sr. Manager & Principal Architect, Engineering – Game Studio Services **April 2017 – June 2021**

The Pokémon Company International – Bellevue, Washington, USA www.pokemon.com

- Build game studio services group from the ground up managing and coordinating a precision, senior level team of software engineers collaborating closely with DevOps, InfoSec, and test automation developers. Help bring bar-raising talent to a game studio and supporting technology organization by establishing job requirements and role responsibilities across the organization collaborating with HR and peer managers. Daily technical leadership, technical guidance, and management for 20+ engineers.
- Transition a monolithic prototype service to a microservices, distributed systems platform (i.e. Pokémon Game Platform) combining several AWS products (i.e., database technologies, caching, hosting, firewall, storage, and much more) enabling the company to effortlessly scale from thousands to millions

of users. Platform is designed and implemented to support a fleet of mobile, desktop, console, TV, and web clients across multiple continents.

- Design cloud architecture utilizing several cloud technologies, cloud infrastructure, components, implement, and/or closely review features such as client registration, SSO integration, user data storage, messaging, notifications, cache management, queue & worker processing, game logic engine integration, multiplayer match making, web sockets, Flatbuffer integration, inventory & entitlements, commerce, friends, and much more. High availability, high scale designs leveraging multi-region approach. GDPR & PII data analysis, solutions design, technical oversight, and implementation.
- Stand up many best practices such as reviews (i.e. security, design, infrastructure, etc.), CI/CD pipeline, migrate from Perforce to Git, test automation, code quality, and much more. Prototype cloud deployment templates and strategies.
- Collaborate closely with client engineers and partners to develop dozens of APIs and a C++/C# SDK for Unity3d clients. Concurrently create a server (e.g., JNI, JVM, etc.) software architecture implementation for a write-once-use-everywhere approach.
- Founding member and active leader within the Technology Group Architecture Team. Established tenets, many processes and standards across the entirety of Pokémon technology such as CI/CD pipelines, Software Quality Index (SQI) establishment, testing and application security best practices, GDPR/PII handling guidelines, IT/hardware best practices, SSL certificate management, localization pipeline, SOW/contract negotiation, and more. Essentially a tech startup within a well-funded midsize company.

Sr. Manager, Engineering – Amazon Flex Services **October 2016 – April 2017**

Amazon – Seattle, Washington, USA www.amazon.com

- Responsible for the full-stack platform which is used to assign, monitor, dispatch, and reconcile all Amazon Flex deliveries. 2017 roadmap is to build new teams to consist of 3 managers and ~30 engineers; starting at 1 manager and 10 engineers. Responsible for 6 services 5 of which are Tier 1 services. There are also 4 web-based UI components in this stack.
- Launch Automatic-Dispatching of transporters for the Amazon Flex package delivery businesses. Drive project from inception to rollout. Collaborate with several teams, gather requirements, and report status.
- Create vision and roadmap for a new data layer to support Amazon Flex dispatch and distribution center operations. The goal is to migrate from an RDS based system to an AWS Dynamo DB/Elastic Search bulk storage mechanism while also creating a set of well-defined data models which can be cross referenced throughout the Last Mile organization,
- Create vision and roadmap for an exception management system to support Amazon Flex operations. The goal is to evolve the distributed station managed model to a centralized command center approach utilizing categorical, then probabilistic, and finally machine learning based system to address anomalies in the delivery systems.
- Execute an internal recruiting event coordinating with recruiters, facilities, and staff.
- Stabilize a high turn-over, low culture team and environment by approaching the team with a servant leader approach. Help assemble 2 promotions, 1 lateral move, and assist in establishing a success and team building culture.

Director, Engineering – Mobile & Services **September 2015 – October 2016**

Best Buy – Seattle, Washington, USA www.bestbuy.com

- Established a software engineering office for Best Buy in the Seattle area. Collaborated with enterprise security, network, and others to create a functioning engineering team within the bounds of company requirements.
- Have worked with cross-functional teams to help deliver several iterations of the Best Buy retail application and Geek Squad. Partners include business product owners, design, upstream services, downstream customers, and lateral partners both internal and external vendors to expand and improve mobile and services functionality.

- Hired and lead cross-functional teams directing 80+ engineering professionals into 9 teams of iOS, Android, Services, and quality assurance (QA)/Automation engineers including individual contributors, lead, and managers. Approximate team size includes 3 engineering managers, 3 automation engineers, 6 QA testers, 30 mobile engineers onshore, 18 mobile engineers offshore, 7 services engineers onshore, 6 services engineers offshore, as well as a contingent of business analysts and project managers. Focus on quality and innovation.
- Work with product partners to establish capital expense budgeting for enterprise and team roadmap. Vendor management, offshore and remote teams, and contract negotiation surrounding milestones and intake control. Cumulative budget for organization ~$12M for the year. Manage the engineering budget.
- Helped introduce and institute several engineering best practices, processes and frameworks including Agile, requirements intake, collaboration between remote teams, automation, crash reporting, and more. Improved the visibility and predictability of engineering team delivery as well as quality of the products. Close collaboration with fraud detection team to reduce fraud rates from 1.4% to 0.7%.
- Secured several key vendor relationships to improve the capacity for the engineering organization to test/validate and review application performance in market with better third-party monitoring reducing crash rates of apps from ~10% to less than 0.5% (average over 3 days).
- Oversaw iOS applications migration from Objective-C to Swift including significant refactoring, Android was refactored from a tightly coupled and redundancy laden maintenance costly implementation to well-designed architecturally extensible codebase, and the planning of micro-services architecture for the mobile services aggregation layer.

Manager, Technology – Mobile & Services **October 2013 – September 2015**

The Walt Disney Company – Seattle, Washington, USA www.disney.com

- Build/manage on-shore/off-shore distributed teams (7-9 studio/teams, 70-90 developers) of mobile (iOS, Android) application development and services (Tomcat, OpenFire) developers. Proactively work towards the automation of mobile and service applications. Engage and develop engineers to create an exciting, cohesive yet performant environment.
- Delivered several high visibility features and mobile applications: a) several iterations of the Disney Cruise Line mobile application for iOS and Android including an Onboard Chat system utilizing XMPP, a complex caching system capable of withstanding network challenges on voyages, and custom emoticons which leverage the Disney brand b) capability to enable the sale of park entrance tickets for Walt Disney World c) the Shop Disney Parks mobile application for iOS and Android. Worked with service and fulfillment/logistics partners to build out and implement a performant and delightful guest experience where users can scan, browse, or search products; purchase; and receive via several shipping methods per geo-location d) the PhotoPass feature within the My Disney Experience mobile application for both iOS and Android to enable guests to instantly view, purchase, and share ride and professionally taken photos within Walt Disney World.
- In each case collaborated with several service teams in multiple locations to ensure the performance and mobile friendly design of services. Ensured a level of automation and accessibility coverage on all projects. These capabilities are being replicated to other parks.
- Help define, estimate, and plan various engineering projects considering budget, scope, integration, and time frame. Vendor management. Cumulative project budgets totaling ~$15M over the course of one year. Worked with competing product groups each with differing agendas and goals which impacted deliverables by mitigating, compromising, and escalating issues. Specialization in mobile eCommerce.

Software Engineering Manager – Mobile & SDK **June 2011 – October 2013**

Zumobi Networks – Seattle, Washington, USA www.zumobi.com

- Leadership – Manage and lead a team of mobile developers helping them deliver quality public facing applications while assuring maintainable, scalable, and reusable code libraries to draw from.
- Management – Interface with project management, direct reports, and business to help achieve success in the timely release of about 60 new and updated applications, numerous advertising campaigns, an SDK, and various internal projects and initiatives.

- Architect and Implement – Worked to create and deliver the ZBi Android SDK 1.x/2.x used to deliver the Zumobi Brand experience to out-of-network applications. Adopted by two large publishing organizations.
- Architect and Implement – Working with web programmers to develop a sophisticated cross platform web to client interface to make rapid cross platform development and release a reality. Prototype was created using Google TV.
- Implement – Extend and integrate the Mocean SDK ad libraries into the Zumobi libraries adhering to specific ad design and business requirements. MRAID and ORMMA specification implementation and compliance.

Senior Software Engineer – Mobile **December 2010 – June 2011**

Zumobi Networks – Seattle, Washington, USA www.zumobi.com

- Mobile Application Development – Brainstorm, discuss, and work with the other developers to develop a sophisticated, well thought out, and well-designed mobile applications. Short iterative deployment cycles.
- Applications – Developed and deployed to the market: Sporting News NBA (Android), Meet the Press (Android), MSN Autos (Android), and Parenting Ages & Stages (Android). Refactor and maintain many other such as Ski &Snow Report (Android), Sporting News NCAAB (Android), MSNBC (Android), and Good Housekeeping (Android).
- Maintain and Steer – Plan, update, maintain, fix, and direct the direction of the Android core libraries.

Co-Founder & Lead Engineer **November 2009 – January 2011**

MokaSocial, LLC – Seattle, Washington, USA (Defunct) www.mokasocial.com

- Mobile Application Development – Architect and develop mobile applications using the Android platform watching for things like thread safety, caching, and intuitive user interface design. Short iterative deployment cycles. Brainstorm, discuss, and work with the other co-founders to develop a sophisticated, well thought out, and well-designed mobile applications.
- Innovation – Created a compiled library which will allowed us to rapidly build and deploy apps within a matter of hours given design. A precursor to Android's library project.
- Three-fold Testing – Using a combination of Robotium (Selenium for the Android SDK), Monkey (random button mashing and phone interaction), and JUnit unit tests ensure an extremely low crash and freeze rate on deployed applications.
- Business Development – Actively participate in calls with various potential clients, interact with clients, negotiate with potential investors, and found a company from the ground up. Lead development and establish practices.
- Applications – Developed and deployed to the market: Flicka (Android), iHeartCelebs (Android), Gadgetopia (Android), DSGN (Android), Gimmie! Travel Deals (Android), Gimmie! Shopping Deals (Android), iHeartFood (Android), iHeartApple (Android), iHeartFood(Android), and RentNotices (Android/iOS).

Lead Developer – Full Stack Engineer **July 2009 – October 2010**
Sr. Developer – Full Stack Engineer

Domaintools, LLC/Thought Convergence, Inc. – Seattle, Washington, USA www.domaintools.com

- Work on converting a large code base (30,000+ lines of code) to use a new membership package system.
- Maintain and improve current site code, systems, and structure while providing extremely fast responses for massive 1,000,000+ hits per day of traffic utilizing things like co-location, memory resident databases, and highly efficient code.
- Transform immature areas in code to architectural implementations which observe best practices in security, stability, and scalability.

- Lead a team of web developers to produce quality software at predictable intervals. Own the DomainTools code base enforcing a high level of code quality and standards through code review and helping steer major architectural decisions. Create a professional working environment built upon mutual respect and foster curiosity to encourage developers to grow.
- Worked to refactor a large codebase into a modular, object-oriented system which has MVC characteristics.
- Worked on designing and implementing an order/product system which will allow fluid changes and updating for the sales team and the end users.
- Worked towards planning, designing, and implementing a payment systems overhaul including credit card gateway and re-billing systems.
- Helped plan and initiate documentation effort including of systems, projects, procedures, and products.

Web Developer – Full Stack Engineer **June 2006 – June 2009**

ArenaNet – Bellevue, Washington, USA www.guildwars.com
www.arena.net

- Established a virtual server development environment for use by the Web Team involving virtualization (ESXi, VMWare Player, and Workstation) and Linux/Apache administration. Designed and implemented several both internal and global web applications making use of relational databases, AJAX, and other LAMP technologies.
- Integrated web team code base into version control (Perforce), updated deployment procedures, helped establish a monitored live environment with NOC, encouraged installation of a replication scheme, implementation of PEAR, PECL, Memcached, and other features/libraries.
- Created several high visibility web applications such as ladders and fantasy sport voting systems along with the underlying infrastructures. Converted legacy code to use object-oriented classes developed to be much more secure and scalable.
- Worked to integrate game/web into an interactive, feature rich user interface. Some technologies are TCP socket communication, XML/XSLT, and YUI JS library to use game credentials to log in, vote, collate, and then pass the voting results to the server team to distribute winnings in game.
- Designed and implemented a prototype RESTful API to expose in-game player/guild statistics.

Software Engineer – Services **January 2004 – June 2006**

eAcceleration Corp – Poulsbo, Washington, USA www.eacceleration.com

- Developed and maintained internal web application tools used to manage customer accounts. This included implementing methods for processing orders (payment gateway), processing refunds, database analysis, and various other aspects of an eCommerce operation.
- Implemented and maintained various scripts, documentation, and on-call procedures.

SKILLS

GENERAL**:**

- Architecture, scalability, services, distributed systems, agile methodologies, SDLC, mobile applications, cloud infrastructure (e.g., AWS, Azure, etc.), maintainability, game services, software, design patterns, LLM, KQL, AI Systems integration, and much more.
- Leadership, technical design, mentoring, team building, management, startups, process development, coaching, and much more.
- Product design & development, strategy, vision, collaboration, and much more.

LANGUAGES**:**

- Various compiled (e.g., Java, GoLang, C/C++, C#, etc.) and scripting languages (e.g., PHP, Perl, Ruby, JS, Python, etc.)
- Various database vernacular (e.g., SQL, NoSQL, etc.)

TOOLS:

- Database: MySQL, SQLite, DynamoDB, etc.
- Tools: Komodo Edit/IDE, Eclipse, Notepad++, Vi/Vim, Robotium, Monkey, JUnit, DDMS, ADB, some Selenium, Visual Studio/Code, WireShark, PHPUnit, RubyMine, IntelliJ
- Platforms & Frameworks: AWS (i.e., EC2, ECS, S3, Elasticache (Redis & Memcached), SNS, SQS, ActiveMQ, Aurora RDS, MKS, EKS), RabbitMQ, Kong, Docker, Consul, Flatbuffers, Apache 2.x, Tomcat 6.x/7.x, Android SDK 1.6/2.x,3.x, GoogleTV, MRAID SDK, JAX-RS, Flyway, Spring, Kubernetes
- Source Control: CVS, Subversion, Perforce, GitHub, Bitbucket (Git)
- Tracking: Pivotal, Trac, Bugzilla, FogBugz, Producteev, Jira, Daptiv, Confluence, Visual Studio
- Process: KanBan, Agile, Scrum, Waterfall, Wagile/Scrumfall, planning poker
- Environments: Microsoft Windows – XP, Vista, 7, 10, & 11; Linux – Fedora Core 4, CentOS 5.x, Ubuntu 7.x-20.x; Apple Mac – OSX; and VMware – ESXi/Infrastructure Client, Workstation, Player, & Fusion

EDUCATION

Puyallup High School – Diploma – Puyallup, Washington, USA (Honors)	1994-1997
Pacific Luther University – BS – Tacoma, Washington, USA (Computer Science)	1997-2000

ENGAGEMENT

Member *Association of Computing Machinery (ACM)*	2006 – Present
Speaker *WebExpo Prague 2025*	2025
MDCP Learning Excellence Champion	2025
Speaker *Econverse Prague 2024*	2024
Participant *Microsoft Global Hackathon*	2024
Judge *Microsoft Global Hackathon*	2023
Certified *Scrum Master*	2021
Certified *Sumo Logic (Level 2)*	2020
Published *Handling Low Network Situations on Mobile (Disney)*	2014
Formally active member of GTUG, Android Developers, and StartPad meetups	2010 – 2015

OTHER

References available upon request
Code samples available upon request
Native/bilingual language proficiency English and Czech, elementary Polish, and beginner in German