

Summary

Congratulations! You've worked hard to hire the best and brightest (IQ). Now, as the team grows, interactions get complicated. You need to help them **develop their emotional intelligence (EQ)**. As well as leading and building engineering teams, I specialize in **mentoring team members** to work better with others and allow their brilliance to shine.

I **sold my first startup to Oracle** and **another to Match.com**. I've hired engineering teams from scratch, and grown other teams to over 60. I have a **strong following of engineers** who'd like to work with me again.

People A servant-leader. Practices radical candor. Empowers team members. Removes obstacles. Problem solver for individuals and broken teams. Enjoys mentoring new leaders while building career paths for those who will be happiest remaining individual contributors.

Process Pragmatic expert on agile processes, applying only those which are right for the team. Driven to deliver real value to customers at regular intervals.

Product Partner to all PMs. Coach/Mentor to junior PMs. Believer in rigorous vetting of feature requests so that we work on only the most valuable ones.

Upbeat, engaged, biased toward action, opinionated yet happy to accept better ideas, transparent, solid communicator, and laughs regularly.

Experience

VP, Engineering



April 2017 – Present

Connecting brands and retailers with a pool of well-trained on-demand talent to solve the biggest problems in the consumer goods industry. Think of it as **Uber for product merchandising**.

Head of Corporate Engineering



November 2016 – April 2017

eShares platform allows companies—from seed stage to pre-IPO—to manage equity electronically.

VP, Engineering



June 2014 – November 2016

Bootstrapped a company building retail Loyalty Apps and related Bluetooth Beacon technologies.

VP, Engineering



August 2013 – June 2014

Formed a cohesive team from a group of acquired startups, leading all engineering and test in Groupon's San Francisco office. Built a visionary "merchant OS" platform for managing the operation of small businesses.

VP, Engineering and Operations

Mixr™

January 2012 – April 2013

Acquired by Match.com for our ongoing business, technology, and team.

Stabilized unhappy team and helped them to re-focus , remaining close friends with many. Created Mixr iOS app with **personalized avatars** moving through **virtual, 3D-like environments** such as clubs and cafes.

VP, Engineering and Operations

Line2

November 2010 – September 2011

Line2 app provides a real second phone number for sending and receiving calls and SMS/MMS.

Reduced outages by over 50%. Added both Android and designed-for-iPad apps. Grew service to **over 300,000 VoIP phone calls** and **over 800,000 SMS/MMS messages a day**.

Director, Software Development

CITRIX®

December 2007 – June 2010

Led development of [GoToMeeting®](#), [GoToMyPC®](#), [GoToAssist®](#) and all other services with **over 100 million users**. Created new apps for iPhone, iPad, and BlackBerry. Led Scrum rollout across entire organization.

Advisory Boards

Anchor Free

AnchorFree

September 2014 – Present

AnchorFree's [Hotspot Shield](#) application provides secure browsing and privacy, with over 200 million downloads. Growing by more than nine million new downloads per month.

Prism

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March 2014 – Present

[Prism](#) uses advanced computer vision technology and machine intelligence to extract data from video to transform your business.

Education

MS Computer Science, BS Computer Science California State University, Fullerton

Patents

6,775,358: Method and system for enhanced interactive playback of audio content to telephone callers.

7,028,252: System and method for construction, storage, and transportation of presentation-independent multi-media content.

7,440,555: Method and apparatus for rendering audio streams from textual content for delivery to a user.