

# Patrick McDavid

Transformative technical leader with over two decades of driving innovation, building high-performing teams, and delivering breakout SaaS products

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## BombBomb, Inc

### Chief Technology Officer 2018 - 2024

Led, hired and fostered an exceptional technical organization while architecting a multiplatform suite of software products into a thriving **\$25MM SaaS**. Ten years as an executive strategic contributor. Ultimately responsible for eight winning technology teams with over **95% annual talent retention**.

**Data Intelligence & AI** - Led team of data engineers, analysts and PHDs in building an enterprise analysis and prediction platform on AWS Redshift. Led to broad improvements in key sales and customer adoption metrics. Introduced GPT AI tooling across engineering, success and marketing.

**Product Team Leadership** - With VP Product, established Product Managers throughout engineering teams utilizing Marty Cagan's *Inspired* model achieving scaled customer alignment and disruptive product releases continuously on time and under budget.

**Distributed Remote Teams** - Strong engineering culture seamlessly adapted to working online.

**Inclusive Leadership** - Spearheaded initiative to recruit intentionally from diverse spaces. **Increased tech gender equity** from 40% to near 85%

### Vice President of Engineering 2014 - 2018

Hired and led dozens of engineers in building applications on Web, iOS and Android. Spearheaded delivering #1 Real Estate video platform in US and Canada. Scaled offering to **tens of millions of users** monthly. Coached and grew many engineers into thriving leaders in their own right.

**Scaled Engineering Team from 5 to 45 Staff** - Recruited, onboarded and retained dozens of excellent technologists using the WHO Hiring method. Managed staff performance and developed organizational design.

**Engineering Professional Development** - Established and ran an Engineering Ladder methodology for staff to measure their skills and level up, leading to over two dozen earned promotions. Promoted and trained many engineers into successful engineering managers.

**Release of 'Prompt' Product** - Architected and built in less than two quarters, Prompt was launched to an initial sales day of over a million dollars ARR and then grew to over \$10 Million ARR within two years.

**SOC2 Type 2 Compliance** - Achieved and maintained critical compliance controls and reviews enabling broad enterprise sales adoption.

## SKILLS

### Engineering Leadership

Technical Recruiting, Team Building, Organizational Development, Strategic Planning, Revenue Optimization, Performance Management, Communication, Budgeting

### Software Development

Full-stack Development, API Design, Backend & Frontend. Kanban, Scrum, Agile Development, Scalability & Performance Optimization, TDD

### Cloud & DevOps

Cloud Platform Architecture, Continuous Integration (CI) and Continuous Deployment (CD) Pipelines, Infrastructure as Code (IaC), Lambda, Security & Compliance, SOC2, AWS, Docker, Kubernetes, Microservices Jenkins, Terraform, Datadog

### Languages, Tools, Data

C#, JavaScript, TypeScript, Python, PHP, Ruby, React, Vue.js, Node, DynamoDB, MySQL, PostgreSQL, Microsoft SQL Server, Oracle, Git, JIRA, Confluence, JetBrains, Linux

## **Senior Software Architect (BombBomb cont.)** 2011 - 2014

Founding engineer. Coded winning features, platformed on AWS, tech lead for growing engineering team. Worked cross-functionally with Sales and Marketing to grow revenue expansively year over year.

**AWS Platforming** - Led engineering team through cloud migration of applications and databases onto AWS, saving money and delivering high availability and durability. Established continuous integration pipelines to ship both infrastructure and code predictably with fault-detection. Leveraged both monolithic and microservice patterns as preferred.

**Full Stack Engineering** - Built dozens of web application features with React, PHP, Node alongside product managers and designers enabling high velocity sales.

**Mobile Apps** - Built native iOS app enabling explosive growth with Real Estate customers sharing listing videos and lead responses.

**Video Stream Capture Service** - Enabled users to capture their webcams for swift video creation and sharing. Leveraged RTMP then WebRTC as technology evolved.

**Agile Leadership** - Led Kanban practice ensuring highest priority features and improvements were delivered to customers immediately.

## **Redwood Collaborative Media — Systems Architect**

DECEMBER 2009 - APRIL 2011

Led software team in delivering .NET platform for membership SaaS product. Deployed innovative features to drive engagements and retention.

## **HDI / United Business Media, PLC — Systems Architect**

SEPTEMBER 2004 - DECEMBER 2009

Delivered .NET SaaS Customer Success product. Multifaceted Dynamics CRM implementation. Web application and ecommerce development in support of trade association events and content business.

## **SunWest Communications — Senior Software Engineer**

MARCH 2002 - SEPTEMBER 2004

## **FrontRange Solutions — Senior Software Engineer**

JUNE 2000 - MARCH 2002

Elected to lead cross functional team in launch of new corporate website following merger. This site won Forbes.com Best-of-the-Web Award, 2001.

## **MCI Worldcom — Software Engineer**

MARCH 1999 - JUNE 2000

## **EDUCATION**

### **University of Colorado**

B.A. Analytical Philosophy,  
Sustainable Development.  
Studied formal logic,  
language and ecology

## **PRESENTATIONS & TALKS**

### **Engineering Team Topologies** June 2022

Talk on organizational design, Conway's Law and the Reverse Conway Maneuver

### **DisruptHR - Using Video to Recruit the Best** April 2019

I was kindly invited to speak at DisruptHR Denver on the subject of using video to recruit excellent talent.

### **Serverless Hot Dog Detection** October 2017

Demonstrated swift adoption of computer vision AI technologies to analyze images with high velocity and scalability.

## **TECHNICAL PROJECTS**

**Infight.io** - Thriving open source online multiplayer strategy and tactics game.

**Cheeseburger Compass**  
A microelectronic compass combining geocoded address data with real time telemetry to navigate you to flavor!