

I'm an engineering leader by trade, a translator by practice. I distill business outcomes into engineering direction and convert engineering outcomes into business value.

A sample of my achievements includes delivering the backend for a long-running, FDA-reviewed, clinical trial; shipping a backwards-compatible authentication solution for a 1-million-user consumer application; kickstarting a security and compliance program, targeting SOC 2 compliance, to position a SaaS startup for enterprise customers; building a cross-platform CI rig, and related tooling, to support development of products that impact global financial markets; designing and managing the architecture necessary to operate a medical management company's nationwide mission of raising the bar for patient care and simultaneously reducing total healthcare costs.

I dive into my roles, identifying key outcomes, and prioritizing work to deliver the team's mission. When the path is clear I'm a force multiplier; in the face of ambiguity I set a course. I do the hard work, the necessary work. And I create the conditions necessary to support focus, so that we work on the right thing at the right time.

## Experience

### Lumos Labs - Engineering Director

10/2020 - Present

- Developed an execution strategy, with the Head of Product, that improved the engineers' delivery capability and increased team velocity as they rewrote our core consumer app.
  - Working in 1-week cycles, the team doubled their output in the first 2 months.
- Shipped important medical and research products that served our [long-term strategy](#) to expand into more markets, including:
  - A fully-documented backend for an 18-month FDA-reviewed clinical trial to validate a potential ADHD digital therapeutic.
  - A web application for an active double-blind study of 10,000 participants to detect biomarkers that might support early diagnosis of multiple sclerosis.
- Reshaped the interview process to extract stronger signal from candidates in fewer cycles and hit all of our hiring goals in an extremely competitive talent market.
- Managed, coached, and promoted engineers across a breadth of specialties including data engineering, infrastructure, web and backend development, security, and Corp IT.

For my complete CV, see <https://ryanfrantz.com/cv>