

I'm seeking engineering management (director-level and above) roles to continue **progressing toward becoming a CTO**. I'm interested in well-established companies looking to improve their engineering processes and startups that have found product market fit and need to scale. I'm an engineering leader by trade, a translator by practice. I distill business strategy 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. **We shipped an early version of the web app to India and the Philippines.**
 - 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>.