Robert "Bert" Carroll

CTO | AI-Native Development | Accelerating Humans

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Executive Summary

CTO with 20+ years building scalable systems across Fortune 500 and startups. Since October 2024, co-founded Orbiit Recovery and pioneered **AI-native development methodology achieving 40-50x cost efficiency** vs. traditional teams. Over the past year, sustained high-velocity execution across multiple simultaneous initiatives: production HIPAA platform, co-founded Substance Use Disorder Foundation (SUDF) and created industry certification standard, fractional CTO practice, AI Archetypes Assessment, weekly podcast (11 episodes published with AI-generated pages and tools), and 10+ website launches.

Key Achievements (October 2024 – Present):

▸ **40-50x Cost Efficiency:** $100/day AI-augmented development vs. $3,600-4,800/day traditional team equivalent

▸ **200+ Story Points in 10 Weeks:** Initial platform build compressed 6-month development cycles into 3-4 weeks with <$500/month operational costs

▸ **Zero Production Incidents:** Migrated from vendor platform to custom Django platform for code ownership—zero incidents since launch with 95%+ uptime

▸ **Signal Platform:** Purpose-built AI development coordination system solving problems traditional tools (Jira, Linear) cannot address

▸ **Industry Standard Creation:** Founded Substance Use Disorder Foundation (SUDF) and created Digital Recovery Standard (DRS) certification—establishing professional credibility standards for digital recovery programs with 70% SOC 2/HITRUST overlap

▸ **Multi-Initiative Velocity:** Sustained execution over 12 months across startup co-founding, fractional CTO work, AI assessment development, weekly podcast production, 10+ websites

Professional Experience

Orbiit Recovery | Co-Founder & CTO

October 2024 – Present | Atlanta, GA (Remote)

Co-founded AI-powered SMS-based patient engagement platform serving substance abuse treatment facilities. Architected HIPAA-compliant multi-tenant SaaS platform and pioneered AI-native development methodology.

AI-Native Development & Signal Platform:

• Created Signal project management system for coordinating multiple AI coders (Claude Code) + human developers
• Achieved sustained 15-20 story points/day velocity (3-4 developer equivalent), peak 48 points/day
• Documented 23 Architecture Decision Records (ADRs) eliminating "CTO as single point of failure" risk
• Enabled 3 parallel AI development streams with zero merge conflicts using documented mobile integration workflow

Platform Architecture & Core Systems:

• Multi-tenant Django/PostgreSQL/Redis/Celery SaaS with white-label deployment (Organization → Region → Clinic → Patient hierarchy)
• Dual-revenue payment architecture: (1) Platform-managed transaction capture, (2) Stripe Connect earning 2-5% platform fee on $200-400 ARPU
• SOBER Score AI: Engagement-based risk detection with automated clinician escalation, reducing response time from 48h to 4h
• TCPA compliance engine with opt-out handling, audit trail, SMS receipt confirmation
• GitHub Actions CI/CD with automated migrations, pre-commit hooks, zero-downtime deployments

Metrics: 200+ story points in 10 weeks | Zero production incidents | 95%+ uptime | <$500/month pre-revenue infrastructure costs

Tech Stack: Django 5.1, Python 3.12, PostgreSQL (Azure), Redis Labs, Celery, Astro, Tailwind CSS, HTMX, Twilio, Application Insights

Independent Consulting & Fractional CTO Work

2025 – Present | Nashville, TN (Remote)

Following departure from i3 Verticals (September 2024), launched consulting practice alongside Orbiit Recovery co-founder role. Over the past year, sustained high-velocity output across multiple simultaneous initiatives.

College Decoded | Fractional CTO (2025 – Present)

• Strategic technology leadership for education technology platform (college admissions & financial aid)
• Advised on platform architecture, SaaS scalability, technical due diligence for integration partnerships
• Mentored development team on modern web application best practices and CI/CD workflows

Accelerating Humans Podcast | Co-Host & Technical Lead (2025 – Present)

- Weekly podcast on contemporary AI issues and remaining human in an AI world
- **11 episodes published** (YouTube/Spotify/Apple), 2 in production, 20-40 minute format, published every Thursday
- **Co-host & technical guru:** Partner handles production; Bert builds sites, tools, and pages
- **Key Differentiator #1:** AI-generated dedicated page for each podcast episode with show notes, resources, and key takeaways
- **Key Differentiator #2:** Immediately implementable tools created for each episode—listeners can use AI-powered utilities alongside content
- Platform: acceleratinghumans.com (fly.io + FastAPI)

AI Archetypes Assessment | Principal Developer (2025 – Present)
- Fly.io + FastAPI tool helping teams determine if they're ready for AI adoption (currently being revamped)
- Research-backed assessment identifying organizational readiness, fears, and opportunities
- Strategic AI adoption consulting for healthcare, education, professional services
- Hosted on acceleratinghumans.com

Speaking Engagements
- **BA Development Days (BADD) - Multi-Chapter IIBA Event (2025):** Paid speaking on AI-augmented business analysis, technical-to-executive translation, distributed team management (event sponsored by 9 IIBA chapters)

Substance Use Disorder Foundation (SUDF) | Co-Founder & Standards Developer (2025 – Present)
- **Co-founded and created industry certification standard for digital recovery programs** (comparable to IIBA establishing professional standards for Business Analysis)
- **Digital Recovery Standard (DRS) Certification:** 100-point evaluation framework across 5 categories (Regulatory Compliance, Clinical Excellence, Technology Security, Peer Support, User Experience)
- **Three certification tiers:** Recognized ($5K-$8K), Certified ($15K-$25K), Accredited ($30K-$50K)—revenue-generating certification body
- **70% overlap with SOC 2 Type II and HITRUST** while focusing on clinical quality and patient safety—validates regulatory expertise
- **Regulatory coverage:** HIPAA, 42 CFR Part 2 (substance abuse confidentiality), state-level compliance, data privacy frameworks
- Platform: sudf.us / recoveryecosystem.ai

Recent Projects & Thought Leadership:
- acceleratinghumans.com - AI Archetypes Assessment (fly.io + FastAPI) + weekly podcast (11 episodes)
- thementalstack.com - Thought leadership on cognitive load and system design
- **10+ websites launched** supporting consulting, thought leadership, and project exploration

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i3 Verticals | Nashville, TN
January 2020 – September 2024 | $370M revenue publicly traded payment solutions company (NASDAQ: IIIV)

- **Manager, IT Service Delivery (Jan 2024 – Sep 2024):** Product Owner for Atlassian products (Jira, JSM, Confluence, Atlas), business systems leadership, IT capitalization tracking
- **Manager, Business Analysis (Jan 2022 – Jan 2024):** Led BA team across Healthcare, Public Sector, Education verticals; created C-level business case standardization; oversaw >$1B portfolio migrations; developed IT governance framework
- **Business Analyst (Jan 2020 – Jan 2022):** Led and mentored BA team, collaborated with C-level on IT roadmap prioritization

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Fresenius Medical Care | Atlanta, GA & Franklin, TN
February 2014 – October 2019 | $13B revenue publicly traded healthcare company (NYSE: FMS)

- **Business Systems Analyst (2015-2019):** Managed SharePoint for 5 Revenue Centers billing/collecting $2.17 billion; coordinated SharePoint 2010 → Online migration for thousands of users; scaled American Kidney Fund project to national deployment
- **Earlier Roles (2014-2015):** Billing Group Analyst, Senior Patient Account Representative

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Education & Professional Affiliations

BBA, Accounting
Georgia Southern University (Bell Honors Program Scholarship)

IIBA | VP of Technology, Nashville Chapter (2022-Present) | Paid speaker at BA Development Days

Technical Skills & Core Competencies

Tech Stack:
Python (Django, FastAPI), JavaScript (Astro, HTMX), PostgreSQL, Azure, GitHub Actions

Compliance:
HIPAA, PCI-DSS, TCPA, SOC 2, HITRUST

Leadership:
AI-native development, multi-tenant SaaS architecture, capital efficiency optimization, distributed team coordination

Industries:
Healthcare, Behavioral Health, Payments (PCI), Public Sector, Education