

BRIAN RUNK

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- Senior technology leader with expertise in aligning engineering work to business goals, delivering measurable outcomes at multi-million-user scale.
- Transformed organizations through improved communication cadence and process implementation, enabling predictable releases and increased quality.
- Modernized and unified customer platforms impacting millions of customers and supporting 10M+ interactions per hour with uptime $\geq 98\%$.
- Built diverse, high-performing teams through deliberate talent development and mentoring, maintaining retention during periods of rapid growth and change.

Core Competencies

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|-------------------------------------|------------------------|---------------------------|
| • Technology Strategy | • Cloud Platforms | • Data Platforms |
| • Product Roadmapping | • DevOps, CI/CD | • AI and ML Initiatives |
| • Scaling Engineering Organizations | • Observability | • SDLC Excellence |
| • Program Leadership | • Security, Compliance | • Executive Communication |
| • Agile Delivery | • Platform Migrations | • Talent Development |
| | • Stack Modernization | |

Director of Technology, Research & Development — FINRA

November 2023 - July 2025

- Streamlined R&D program with a \$3M annual budget, sponsoring investigations that helped accelerate innovation across the enterprise.
- Standardized proposal generation, reducing time from approval to kickoff and increasing projects and participation by 25%.
- Doubled executive review cadence and raised approvals to 98% by linking topics to enterprise strategy.
- Guided cross-functional teams supporting 8–10 concurrent research efforts, strengthening internal capability in graph, ML, and AI.
- Presented monthly findings to 250+ stakeholders, driving adoption of new technology.
- Directed AI-focused initiatives spanning SDLC improvements, LLM workflows, document summarization, and generative AI risks.

Sr. Director of Software Engineering — Sparkfund

August 2019 - March 2023

- As senior-most engineering leader, implemented a multi-quarter roadmap with on-time delivery rate of 95%.
- Oversaw development of the full-stack SparkOS platform, sharing previously siloed information between companies.
- Introduced Agile processes and KPIs and fostered cross-departmental coordination.
- Established CI/CD pipeline, increasing deployment frequency while lowering error rates.
- Drove Sparkfund's first security audit, delivering SOC 1/SOC 2 compliance, supporting partner and M&A due diligence.

Engineering Manager — Etsy

January 2016 - July 2019

- Assembled and guided a diverse team of 20+ high-performing software engineers through significant organizational changes.
- Directed migration of core marketing infrastructure while maintaining business continuity for a system serving 10M+ messages per hour.
- Integrated 24/7 global customer support solution, enabling thousands of daily interactions while achieving significant cost savings.

Engineering Manager — Constant Contact

December 2012 - December 2015

- Oversaw development and release of main CRM application rewrite, migrating 650,000 customers over 6 months with controlled cutovers.
- Recruited 20+ engineers, building out diverse, full-stack teams in Boston and New York City. Created apprenticeship program to grow high-potential candidates.
- Instituted a quality focus that eliminated a 300+ issue backlog and cut new defect rates by 80%.

Manager of Development — America's Test Kitchen

November 2010 - November 2012

- Led creation of the ATK Online Cooking School, achieving highest retention of any product in company history.
- Managed migration of 2M+ users on multiple sites, featuring a unified database and single sign-on, improving cross-property access and reliability.

Lieutenant, United States Coast Guard, 1990 - 1994

Bachelor of Arts, Language & Literature, 1990

St. Mary's College of Maryland