

BRIAN RUNK

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- Senior technology leader with expertise in aligning engineering work to business goals, driving **~25% year-over-year operational efficiencies** and revenue enablement 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 of 98%+**.
- Built **diverse**, high-performing teams through deliberate talent development and mentoring, maintaining **retention** during periods of **rapid growth** and change.

Core Competencies

- Technology Strategy & Planning
- Product Roadmapping & Delivery
- Scaling Engineering Organizations
- Migrations & Modernizations
- Agile & SDLC Transformation
- Engineering Governance
- Cross-functional Leadership
- Talent Development & Mentoring

Director of Technology, Research & Development — FINRA

November 2023 - July 2025

- Streamlined **\$3M annual** R&D program.
- Increased both number of research projects and participation by **25%**.
- Standardized and streamlined **R&D proposal pipeline**.
- Reduced time from submission to kickoff to **weeks versus months**.
- **Doubled** executive review cadence.
- Raised approvals to **98%** by linking topics to **enterprise strategy**.
- Directed investigations into **Gen AI, Graph, ML, LLM workflows**.
- Presented monthly outcomes to **250+ stakeholders**, driving technology adoption.

Sr. Director of Software Engineering — Sparkfund

August 2019 - March 2023

- Led **team of 12** implementing product roadmap with **95% on-time delivery rate**.
- Oversaw development of SparkOS platform, unlocking **previously siloed information** across partner ecosystem.
- Introduced Agile processes and KPIs to foster **cross-departmental coordination**.
- Established **CI/CD pipeline**, increasing deployments while lowering error rates.
- Drove Sparkfund's first security audit, delivering **SOC 1/SOC 2 compliance**.
- Conducted **technical due diligence** supporting **M&A** and enterprise onboarding.

Engineering Manager — Etsy

January 2016 - July 2019

- Assembled a diverse team of 20+ high-performing software engineers.
- Maintained **100% retention** through significant organizational changes.
- Owned migration of core marketing system serving **10M+ messages per hour**.
- Achieved significant **cost savings** integrating 3rd-party customer support software.

Engineering Manager — Constant Contact

December 2012 - December 2015

- **Migrated 650,000 customers** in 6 months during migration of main CRM application.
- Recruited 20+ engineers, building out diverse, full-stack teams.
- Created **apprenticeship program** to grow high-potential candidates.
- 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 highest retention product in company history, ATK Cooking School.
- Managed the migration of **2M+ users**, unifying data and enabling **single sign-on (SSO)** to improve cross-product access and reliability.

Lieutenant, United States Coast Guard

Bachelor of Arts, Language & Literature
St. Mary's College of Maryland

Technical Skills

Emerging Technology: AI/ML R&D Direction, Graph & LLM Workflow Strategy.

Languages & Frameworks: Ruby on Rails, React/JavaScript, Elixir, Java, PHP.

Databases: PostgreSQL, MySQL, Oracle.

Infrastructure: AWS, CI/CD, Observability, Security & Compliance.