BRIAN RUNK

[brian@brianrunk.net](mailto:brian@brianrunk.net)

* Senior technology leader driving organizational change and innovation.
* Track record of transforming engineering organizations through deliberate talent development and complex technical transformations.
* Proven ability to modernize legacy systems while maintaining business continuity in rapid-growth environments.
* Expertise in building diverse, high-performing teams, including creating innovative apprenticeship programs and mentoring non-traditional software engineers.

**Director of Technology, Research & Development FINRA**

Nov 2023-Present

*Reimagined and streamlined R&D program operations to accelerate innovation across the enterprise.*

* Lead FINRA's R&D program, overseeing a $3M annual budget.
* Guide projects exploring emerging technologies ranging from graph database investigations to machine learning research and LLM-related efforts.
* Transformed program operations through standardization, with a resulting increase of 25% in projects and participation.
* Manage a coaching staff of senior technologists and project teams including programmers, data scientists and product specialists, supporting 8-10 research projects at any given time.
* Coordinate executive review of R&D proposals, aligning technical innovation with regulatory strategies.
* Present monthly findings to 250+ attendees from across FINRA, driving the adoption of technology and promoting innovation across the organization.

**Sr Director of Software Engineering Sparkfund**

Nov 2019-Mar 2023

*Established engineering excellence from the ground up, implementing strategic processes and governance to enable rapid scaling.*

* Senior engineering leader, implementing strategic roadmap and directing all technical initiatives.
* Orchestrated the design and development of the full-stack SparkOS platform for clean energy projects.
* Introduced Agile processes, KPIs for aligning teams’ work with company-wide goals and regular checkpoints to foster cross-departmental coordination.
* Initiated practices for documentation, testing, CI/CD, site alerting & monitoring, metrics collection and reporting.
* Drove the upgrade of security posture and SDLC enhancements required for SOC1/SOC2 compliance.
* Performed due diligence related to investor financing and potential M&A activity.

**Engineering Manager Etsy**

May 2016-July 2019

*Transformed fragmented engineering teams into a cohesive unit while modernizing critical customer-facing infrastructure.*

* Assembled and guided 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+ customer interactions per hour.
* Integrated 24/7 global customer support platform, enabling thousands of daily interactions, improving the experience for buyers, sellers and staff, while achieving significant cost savings.

**Engineering Manager Constant Contact**

Dec 2012-Dec 2015

*Revitalized engineering culture and delivery capabilities while executing complex legacy system modernization.*

* Oversaw development and release of main CRM application rewrite, migrating 650,000 customers over 6 months.
* Recruited over twenty engineers, building out a diverse, full-stack team.
* Created apprenticeship program to identify and grow high-potential candidates, often from less-traditional backgrounds in the tech industry.
* Instituted quality improvement effort, eliminating a defect backlog of over 300 issues and cutting the rate of defect introduction in new software by 80%.

**Manager of Development America's Test Kitchen**

Nov 2010-Nov 2012

*Led technical evolution from traditional media company to modern digital platform while unifying disparate systems.*

* Led creationof an online cooking school, achieving highest retention of any product in company history.
* Managed migration of 2M+ users across multiple sites, featuring a unified database and single sign-on.

**17 additional years of engineering and leadership experience.**

**Lieutenant, United States Coast Guard**

**Bachelor of Arts, Language & Literature**

St Mary's College of Maryland