

CONNOR ROWE

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EXPERIENCE

Staff Software Engineer

Okta, Inc. - Identity Governance

San Francisco, CA

Apr 2025 – Present

- **AI Enablement:** Member of Okta's AI Copilot Guild, evaluating GenAI landscape developments and distilling recommendations for tooling and practices to maximize developer productivity.
- **Event-Driven Architecture:** Spearheading the design and pilot implementation of event-driven Entitlement Policy evaluation using Kafka, establishing a scalable pattern to decouple microservices and guide future Identity Governance architecture.

Senior Software Engineer

Okta, Inc. - Identity Governance

San Francisco, CA

Mar 2022 – Apr 2025

- **Entitlements Management Beta:** Designed and shipped core features for the initial Entitlements Management beta launch, including entitlement policies and entitlement support for application assignments.
- **Unified Platform:** Designed and oversaw implementation of a deep integration between core Okta Lifecycle Management functionality and new Entitlements Management platform, enabling import/provisioning of granular entitlements across the Okta Integration Network.
- **Operational Maturity:** Operationalized, matured, and scaled the entitlements platform - designed and implemented monitoring strategies, tooling, and processes through GA launch as governance revenue grew from \$0 to over \$100 million in ARR.
- **Feature Development:** Delivered key post-GA enhancements including Resource Collections, Governance for Admin Roles, and Separation of Duties to accelerate customer adoption and sales momentum.

Senior Software Engineer

Okta, Inc. - Lifecycle Management

San Francisco, CA

Mar 2021 – Mar 2022

- **Import Refactor:** Collaborated with a Chief Architect to aggressively refactor legacy import code for massive scale as we moved closer to customers with a billion identities, achieving a 60% reduction in average import times and 95% reduction in primary database queries.
- **SCIM Leadership:** Served as Okta's subject matter expert on the SCIM protocol, advising key integration partners (AWS, Zoom, Salesforce, etc.), representing Okta in the IETF working group, and hosting office hours for internal developer support team members.
- **Hiring & Mentorship:** Played a key role in significant team growth, interviewing dozens of candidates (Intern to Principal) and mentoring two junior engineers.

Software Engineer

Okta, Inc. - Lifecycle Management

San Francisco, CA

Jan 2019 – Mar 2021

- **SCIM:** Scaled and secured Okta's SCIM platform while working closely with partners and integrators including AWS, Zoom, ZScaler, Cisco, and Salesforce to launch new integrations.
- **Import Orchestration:** Delivered 30% reduction in end-to-end latency of identity import pipeline for our largest customers by building an import state transition pipeline, enabling decomposition and parallelization of import pipeline business logic.

EDUCATION

University of North Carolina

Bachelor of Arts in Computer Science

Chapel Hill, NC

December 2018

TECHNOLOGIES

Languages & Frameworks: Java, Spring, Spring Boot, Kotlin, Python

Application Infrastructure: AWS, ECS, EKS, Lambda, SQS, Kinesis, Kafka, KMS

Data Stores: MySQL, PostgreSQL, Redis, S3, Snowflake, Elasticsearch

Tools: Git, Docker, gRPC, Splunk, Wavefront, Datadog, CircleCI, Grafana