David C. Thomas

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People, Process, and Product Leadership in Software
Discovering, developing, and celebrating team potential through the delivery of great software products

Dave brings broad and deep expertise in technology product development, organizational leadership, and business process evolution. He is a customer-first leader, recognized for strategic vision, strong execution backed by metrics, team health, transparency, engaging writing & public speaking, and a hands-on approach. MBA, with honors, from The University of Chicago Booth School of Business.

Senior Functional Leadership:
> Engineering (VP Eng, CTO, VP Product Development, VP Platform Development, Senior Engineering Manager), Product management (CPO, SVP Products, Director of Product)

Product Packaging:
> Web components, analytics as a service, public cloud platform as a service, transactional data, mobile, private cloud SaaS, web applications, web services, embedded, appliances, enterprise software

Product Categories:
> Developer/devops tools & platforms, fintech, human capital management, IT security, lead gen, media, financial risk management, mobile dev platforms, e-learning, online marketing, online auctions, network management, telepresence, analytics, multimedia, marketing analytics, content management

Employment

11/2020 - present: VP Engineering, Xpanse

Xpanse is a fintech startup developing platforms and products for the mortgage industry. Scale: 5M borrowers.
> GM and eng org leader for consumer products. Went from a clean sheet of paper & zero employees to $26M funding, 25 employees, and a customer product launch in 7 months. Our first customer is the #1 mortgage originator in the US in two mortgage product categories ($18B volume).

8/2018 - 11/2020: Senior Engineering Manager, Facebook

> Eng leader for a 45 person org which developed the user profile page. Scale: 2.7B users.
> Platform/product strategy, org health, operational excellence, and two-sided platform economics.

5/2017 - 8/2018: Director of Product, Indeed

Indeed helps people get jobs. It is the #1 job search platform in the world. Scale: 200M job seekers.
> Strategic and thought leader supporting product management for developer tools, engagement, and platforms. Org spanned Indeed sites in Seattle, Austin, and Tokyo.

5/2016 - 5/2017: Chief Product Officer, Verb, Inc.

Verb's employee engagement products help companies improve learning, leadership, and social impact.
> Leader of product strategy, PM, design/UX, PGM, and eng orgs for a pre-Series A startup.
> First hire in product/eng. Went from a clean sheet of paper to first customer in 6 months.
> Customers: Facebook, Whole Foods, Auth0, Bumble, Kate Spade, Box.

5/2013 - 5/2016: University of Chicago Booth School of Business MBA student
> **Chicago Booth New Venture Challenge**, a top-ranked seed accelerator for entrepreneurs
> **Founder & CEO, Big Crowd 2015 - 2016**. Population movement analytics, based on AWS. Finalist.

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2/2013 - 5/2016 MBA Job Rotation (approximately 1 year each):

VP, Product Strategy and **VP, Cloud Labs** at **SolarWinds**, a $1B IT software company. Leader of PM & eng for cloud product innovation, Librato, and Papertrail orgs. 40 person org. Scale: 300K customers.

CTO & SVP R&D at **InsightLabs**, a mortgage finance analytics spin-off of Amherst. 35 person org.

VP of Product R&D, **CompassLearning**, an L&D enterprise software firm. Engineering, strategy, UX, creative, and curriculum development leader. 45 person org. Scale: 10.5M students.

8/2012- 8/2014: VP Developer Platform, Advisory Board Member, Tsugi

Tsugi was acquired by Unity Technologies. Tsugi produced platforms that gave app developers the tools and information to compete successfully in a cross-platform global market. Led platforms business, including strategy, product mgmt, design, dev, dev ops of this PaaS. Scale: 5M developers
Went from a clean sheet of paper with 5 guys in a garage to first customer in 9 months and acquisition in 1 yr.

1/2011 – 8/2012: Senior Vice President of Products, All Web Leads

All Web Leads is an online marketing company which harvests and auctions consumer leads in real time.

Leader of engineering, product management, UX, analytics, M&A integration, dev ops. 26 person org.

2/2007 – 1/2011: Vice President of Products & Engineering, Trustwave & Mirage Networks

Trustwave is a provider of on-demand IT security and ecommerce compliance. Scale: 200K customers.

Responsible for all engineering functions required to deliver managed security platform applications. VP of Products, Mirage Networks (acquired by Trustwave). 24 person org.

11/2004 – 2/2007: Vice President of Engineering, NovusEdge

NovusEdge developed products for web-based management and control of intelligent facility systems.

Led product dev, UX, support, QA, program mgmt, architecture, pubs, logistics. 30 person org.

1/1999 - 11/2004: Senior Director of Engineering, Principal Architect, Vignette Corporation

Vignette, acquired by OpenText (NASDAQ:OTEX), developed enterprise content management products.

Responsible for Vignette Content suite of products. Eng, QA, Pubs, PGM leader of a 120 person org.

Education

The University of Chicago Booth School of Business, MBA, with Honors

GPA: 3.7, 4.0 in Strategy; Honors: ΒΓΣ academic honorary. Two-time GNVC venture finalist.

Syracuse University - BFA, *summa cum laude*, with Honors in Computer Graphics

Class Rank: 1, valedictorian. GPA: 3.84, 4.0 in major. Nominated *Class Marshal* by dean.
Tau Theta Upsilon: leadership honorary. Rhodes Scholarship finalist, University Scholar candidate.

Other Activities

Writer: davecthomas.medium.com; **Coder**: I love to bend the machine to my creative will.

Fitness geek: Brazilian Jiu-Jitsu (3rd degree black belt, 26 yrs experience), wrestling, running, snowboarding.

MMA Coach, ISMMA 7/2017 - present; **Founder and Head Coach**, Austin Jiu-Jitsu 4/2003 - 5/2017.

US Patents: 6,687,793, 7,062,515, 7590665, 8117152, 8452728, 8645318, 20060179084, 20100049757, 20120096228, 20130246350, 20140108337, 7321953, 7647453, 7953934, 20040148444, 20080034133, 20100153652