David C. Thomas

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People, Process, and Product Leadership in Software
Discovering, developing, and celebrating team potential through 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 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:
> 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 and devops tools, 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, <u>Xpanse</u>

> GM and eng org leader for consumer products line of business. Built a business plan, budget, and staffing model; secured $26M funding to build a 70 person consumer products development team.

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

> Engineering leader for a 45 person product development team. Focus on platform/product strategy, org health, transformation to success metrics, operational visibility, and two-sided platform economics.

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

Indeed helps people get jobs. It is the #1 job search platform in the world.

> Product leader supporting teams in Seattle, Austin, and Tokyo. Data-driven strategic and thought leader focused on analytic tools for maximizing the velocity of product delivery. Hands-on python dev.

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

Verb's employee engagement products help companies improve learning, leadership, and social impact.

> Leader of product strategy, product management, design/UX, PGM, and eng orgs for a pre-Series A startup. First eng and product team member. Established product strategy launched first product. 10 person org. Platform based on AWS.

5/2013 - 5/2016: Booth School of Business, University of Chicago; MBA student.

> **Chicago Booth <u>New Venture Challenge</u>**, the <u>top-ranked seed accelerator</u> for entrepreneurs

> **Founder & CEO, Big Crowd 2015 - 2016**. Population movement analytics, based on AWS. Finalist.

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

> **VP, Product Strategy** and **VP, Cloud Labs** at **SolarWinds**, a $1B IT software product company.

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Leader of PM & eng for cloud product innovation, Librato, and Papertrail teams. 40 person org.

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

VP of Product R&D, **CompassLearning**, an L&D enterprise software firm serving 10.5M students and 20K schools. I led engineering, strategy, UX, creative, and curriculum development. 45 person org.

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

Tsugi was acquired by Unity Technologies August, 2014. Unity Cloud Build provides mobile app developers with a powerful continuous integration service that helps quickly build, test, and deploy.

Led platforms business, including strategy, product mgmt, design, dev, dev ops of this PaaS.
Significant hands-on software dev, based on AWS. Went from 5 guys in a garage to 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 & Eng, Trustwave & Mirage Networks

Trustwave is the leading provider of on-demand cybersecurity and ecommerce compliance products.

Responsible for all engineering functions required to deliver managed security platform applications.
Vice President of Products, Mirage Networks (acquired by Trustwave), 2/2007 – 2/2009
Mirage Networks developed endpoint control products to secure networks. 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

Coder: Love to bend the machine to my creative will, all day, all night. js, Node, Python, MySQL, HTML5

Fitness geek: Brazilian Jiu-Jitsu (3rd degree black belt, 24 yrs experience), snowboarder, runner, grappler.

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