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 (CTO, SVP Eng, VP Product Development, VP Platform Development, Senior Engineering Manager), Product management (CPO, SVP Products, VP Product Strategy, Director of Product)

Product Packaging:

Mobile apps, web components, analytics as a service, platform as a service, transactional data, mobile, private cloud SaaS, web applications, web services, embedded, appliances, enterprise software

Product Categories:

Human capital management, developer/devops tools & platforms, fintech, 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

2/2023 - present: Vice President of Engineering, Upside
Upside is a marketplace focused on driving value to all points of brick and mortar commerce.
Leader of consumer product engineering, which delivers iOS and Android apps used by 3.5M shoppers monthly.
60 person team. App store stats: 4.6 stars, 20M+ downloads, 200K+ reviews.

4/2022 - 3/2023: Chief Technology Officer and Co-Founder, Upwage

Upwage helps people who earn low wages find higher paying jobs. Clean sheet of paper to funding & in-market product in 4 months. Built labor market analytics, jobs & location data pipeline (python), architected and built v1 product (Typescript, Node, Express, React, Remix, Postgres, GIS), hired eng team.

11/2020 - 5/2022: SVP Engineering, Xpanse

Xpanse is a fintech startup developing platforms and products for the mortgage industry. Scale: 5M borrowers. Went from a clean sheet of paper & zero employees to $50M funding, 25 employees, and a customer product launch in 7 months, in a tight labor market with no brand recognition. First customer is the #1 mortgage originator in the US in two mortgage product categories ($18B volume). 50 person team.

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

Eng leader for a 45 person org which developed the user profile page & HR apps. 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.

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First hire in product/eng. Leader of product strategy, PM, design/UX, and eng orgs for a pre-seed startup. Clean sheet of paper to first customer in 6 mo. Customers: Facebook, Whole Foods, Auth0...

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

> **Chicago Booth <u>New Venture Challenge</u>**, a <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 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 <u>Unity Technologies</u> as *Cloud Build*. Led platforms, including strategy, product mgmt, design, dev, dev ops of this PaaS. Scale: 5M devs. Clean sheet of paper to first customer in 9 months.

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

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, <u>Trustwave</u> & Mirage Networks

> 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

> 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

> Responsible for the 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

Fitness geek: Brazilian Jiu-Jitsu (3rd degree black belt, 27 yrs experience), wrestling, running, snowboarding; **Coach**: <u>Carlson Gracie</u> 1/2022 - 6/2023; <u>Carlson Gracie</u> 7/2017 - 1/2022; **IP Consultant** 2014 - present; **Founder and Head Coach**, <u>Austin Jiu-Jitsu</u> 4/2003 - 5/2017; **Writing on leadership and software**: <u>linkedin.com/in/dcthomas/recent-activity/articles</u>; **Coder**: I love to bend the machine to my creative will; **US Patents:** <u>6,687,793</u>, <u>7,062,515</u>, <u>7590665</u>, <u>8117152</u>, <u>8452728</u>, <u>8645318</u>, <u>20060179084</u>, <u>20100049757</u>, <u>20120096228</u>, <u>20130246350</u>, <u>20140108337</u>, <u>7321953</u>, <u>7647453</u>, <u>7953934</u>, <u>20040148444</u>, <u>20080034133</u>, <u>20100153652</u>