David C. Thomas

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Leadership Focus on People, Process, and Products
Discovering, developing, and celebrating human potential through great software products

Dave brings broad and deep expertise in technology product development, organizational leadership, and business process evolution. He is a people-first leader, recognized for strategic vision, strong execution, engaging public speaking, OKRs, and his hands-on approach. He actively contributes to code, data analysis, and design. MBA, with honors, from The University of Chicago Booth School of Business.

Executive-Level Functional Leadership:
- VP Eng, CPO, CTO, product development, product management, business intelligence, dev ops

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, plug-ins

Product Categories:
- Dev tools, human capital management, IT security, lead gen, media, financial risk management, mobile dev platforms, e-learning, online marketing, auctions, network mgmt, telepresence, analytics, building automation, multimedia, e-commerce, marketing analytics, content mgmt

Timeline

8/2018 - present: Engineering Leadership, <u>Facebook</u>

Engineering leader for People Products organization in Seattle. Heavy focus on product strategy, organizational health, transformation to OKRs, and two-sided platform economics.

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

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

- Product leader with teams in Seattle, Austin, San Francisco, Tokyo. Data-driven strategic and thought leader focused on maximizing the velocity of product delivery, worldwide, at Indeed.

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 engineering organizations.

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. Mobile population movement analytics. Finalist.

MBA Rotation (approximately 1 year each)

VP, Product Strategy and **VP, Cloud Labs** at **SolarWinds**, an IT software product company. 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 loan risk management analytics-as-a-service product team. 35 person org.

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VP of Product R&D, **CompassLearning**, an L&D enterprise software firm. 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, deployment, & dev ops of this Platform-as-a-Service. Based on AWS and Heroku.

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.

- Responsible for eng, PM, UX, business intelligence, 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. Led product dev for network intrusion prevention IDP, threat management UTM, net antivirus, NAC
- 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. Leader of a 120 person worldwide 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 biz plan 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 (4th degree black, 23 yrs), 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