

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:

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 and devops tools, 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 that develops platforms and products for the mortgage industry.

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, 5M borrowers).

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

Eng leader for a 45 person product development org which developed the user profile page. Focus on 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.

Strategic and thought leader supporting product management for Indeed's 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 eng and product team member. Clean sheet of paper and zero employees to 10 employees and first customer in 6 months. Customers: Whole Foods, Facebook, Kate Spade, Box.

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

Chicago Booth New Venture Challenge, the 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 product company. Leader of PM & eng for cloud product innovation, Librato, and Papertrail teams. 40 person org.

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 serving 10.5M students and 20K schools. I led engineering, strategy, UX, creative, and curriculum development. 45 person org.

8/2012- 8/2014: VP Developer Platform, 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 & Engineering, 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.

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: BFΣ 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. js, Node, Python

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

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

US Patents: [6,687,793](#), [7,062,515](#), [7,590,665](#), [8,117,152](#), [8,452,728](#), [8,645,318](#), [20,060,179,084](#), [20,100,049,757](#), [20,120,096,228](#), [20,130,246,350](#), [20,140,108,337](#), [7,321,953](#), [7,647,453](#), [7,953,934](#), [20,040,148,444](#), [20,080,034,133](#), [20,100,153,652](#)