Dimitri Antoniou

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SUMMARY & COMMENDATIONS

I've spent 6+ years as the right-hand to a Founder/CEO scaling a coding bootcamp from $1M to $12M. From entry-level to executive leadership, I became the go-to builder and fixer, leading new initiatives (product launch, geographic expansion, and acquisition) and department turnarounds through teams of 3-30 employees. My unique ability is to rapidly learn new domains, develop strategic solutions, and deliver the top 80% of results using the most productive 20% of inputs. I lead by example, communicate with compassion and candor, hold myself and others accountable, respond to change with agility, and focus on continuous improvement.

"Dimitri is quickly elevated to leader simply by virtue of how he conducts himself. He doesn't seek it; he just quietly does the right thing and people inevitably notice…A unique ability to see things from someone else's point of view…His superpower is thinking on his feet: specifically analytical reasoning, cost benefit analysis, risk assessment…An empathetic and wildly charismatic individual with an unmatched capacity to care for others…A prime example of what it means to be a highly skilled, highly caring, and high performing class act."

PROFESSIONAL EXPERIENCE

Codeup, San Antonio & Dallas, TX — *Aug '16-Present*

- VP of Strategic Initiatives: I lead special projects to accelerate our three-year vision and provide departmental support to ensure execution of our 1-year plan. — *May '21-Present*
  - *Key accomplishments:* led post-merger integration of an acquisition from Rackspace; built custom workforce development training in IT; developed a custom hiring portal for career placement; conducted company-wide HubSpot CRM audit; launched Alumni Engagement strategy; executed Technical Advisory Committee.
  - *Interim Dir. of Placement:* Led career services for software developers, data scientists, and AWS administrators.
  - *Interim Dir. of Admissions:* Delivered $4M in at-risk sales and a successful campus relaunch after COVID.
- VP of Programs & Partnerships: Led the merger of the Delivery and Placement departments into one team of 30+ employees focused on the entire student journey across multiple campuses and programs. — *Sep '20-May '21*
- VP of Delivery: Led our first geographic expansion, increasing revenue by 25% while managing 25+ employees through a transition from local service delivery to a distributed team with hybrid modalities (due to COVID). Self-taught web development and built a full-stack class calendar application to enable program scaling. — *Sep '19-Sep '20*
  - *Interim Head of Compliance:* Recovered compliance from below 50% to 99% with regulatory bodies.
- Director of Delivery: Led program delivery by integrating software development and data science teams, implementing the Entrepreneurial Operating System, doubling headcount, and servicing 150+ students at a time. — *Nov '18-Sep '19*
- Director of Business Development: Led the launch of San Antonio's first data science program, our first product expansion, increasing annual revenue by 30%. Later named in Course Report's 27 Best Data Science Bootcamps. — *Jan '18-Nov '18*
- Operations & Admissions Manager: Delivered $2.5M in sales through admissions and financial aid while managing accountability for daily operations of accounting, benefits, facilities, records, and compliance. — *Aug '16-Jan '18*

Customized Camping, Dallas, TX — *Jan '21-Jan '22*

- Founder: Built a small lifestyle business that ran guided camping trips to increase accessibility to the outdoors.

Mello{be} Co., San Antonio, TX — *Sep '17-Apr '18*

- Partner: Built an e-commerce site generating 40% of first year sales, launched an Indiegogo campaign to 2x previous year's sales, earned 35 5-star reviews, and co-created pitch deck winning $10,000 in seed funding.

VOLUNTEERING

Council on Integrity in Results Reporting (CIRR), Dallas, TX — *Jul '23-Present*

- Board Member: Led the implementation of the Entrepreneurial Operating System (EOS) and supported operations.

The Shoulders of Giants, Dallas, TX — *Mar '21-Feb '22*

- Director, Board: Guided leadership through the implementation of the Entrepreneurial Operating System (EOS)

EDUCATION & CERTIFICATIONS

Venture for America, Providence, RI | 5-week entrepreneurship bootcamp and 2-year fellowship — *Jun '16-Jun '18*

University of Pennsylvania, Philadelphia, PA | BA in Urban Studies | Summa Cum Laude — *Aug '12-May '16*

International Honors Program: Cities in the 21st Century, Brazil - South Africa - Vietnam — *Aug '14-Dec '14*

Certifications: Culture Index Analyst; HubSpot certified Sales, Marketing, Reporting, Inbound, and Inbound Sales — *Apr '22-Present*