Donnie Laur

AI-Enabled Engineering Leader | SaaS Modernization | Remote-First Team Builder

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SUMMARY

AI-driven Engineering Leader with extensive experience modernizing SaaS platforms and guiding teams through the early stages of Generative AI adoption. Skilled in leveraging AI copilots and developer-assist tools—including ChatGPT, Claude, Cursor, Windsurf, and GitHub Copilot—to improve productivity, code quality, and workflow efficiency. Experienced in building custom GPTs, running internal workshops, and introducing practical AI-enhanced development practices within existing engineering processes. Known for fostering empathetic, high-performance teams that combine human creativity with emerging AI capabilities to accelerate innovation.

SKILLS

Leadership & Culture Servant Leadership, Team Building & Mentorship, AI Transformation Leadership, Incident & RCA, Policies and Procedures, Developer Productivity, AI Culture Building, Career Frameworks
AI & Automation ChatGPT, Claude, Windsurf, Cursor, Agents, Prompt Engineering, AI-augmented SDLC, AI Models
Development Ruby on Rails, Empathy-Driven Development, JavaScript (Node.js, React), PHP, HTML5/CSS, Next.js, Gen AI for Developer Productivity, AI-Augmented Workflows
Methodologies Scrum Mastery, Tech Debt Prioritization, SDLC Optimization, DORA Metrics, OKR, RCA / Postmortems, Agile / Scrum / Kanban, DARCI / RACI, eNPS Improvement Strategies

EXPERIENCE

Technical Delivery Manager   Mar '25 — Oct '25
Juvare   Atlanta, GA (Remote)
- Directed 4 teams with 14 direct reports in the Professional Services department, delivering mission-critical solutions for clients including the VA, DoD, National Guard, and FEMA within a high-compliance FedRAMP environment.
- Mentored engineers in applied AI engineering and hands-on adoption of Copilot, Claude, Cursor, and Windsurf to boost developer satisfaction, productivity, and delivery consistency.
- Authored a formal emergency-response and triage framework; led Root Cause Analysis (RCA) and post-incident reviews that improved operational stability and reduced recurring client issues.
- Created a structured career-ladder and competency framework proposal that clarified growth paths and advancement criteria, laying the foundation for future team development.
- Role concluded due to federal contract restructuring.

Software Engineering Manager   Feb '22 — Sep '24
Valimail   United States (Remote)
- Led a 9-person fully remote full-stack engineering team, serving as both Engineering Manager and Product Owner to deliver complex SaaS projects on schedule, achieving a 95% on-time delivery rate.
- Designed and rolled out a comprehensive career-ladder framework that re-leveled the engineering organization, establishing transparent growth paths and individualized development plans.
- Drove process modernization by standardizing Agile communication rituals, reducing average project cycle time by 20% and eliminating 10 hours of redundant work per engineer per sprint.

Engineering Manager   Sep '20 — Feb '22
Variant   Atlanta, GA (Remote)
- Led three cross-functional engineering teams (12 members total), including offshore PHP and Node.js/React developers, standardizing workflows to enhance collaboration and boost deployment velocity by 25%.
- Introduced lightweight Agile planning practices and a new technical planning process that clarified project requirements and dependencies upfront, reducing mid-sprint blockers by 40% and improving forecast accuracy.

JavaScript Developer   Jun '18 — Sep '20
Piksel Inc.   Atlanta, GA (Remote)
- Provided technical leadership on a global team to develop and maintain high-performance HTML5 video players, contributing to a 15% improvement in streaming load times for key client projects.

Senior Creative Application Developer   Nov '13 — Jun '18
Visix, Inc.   Atlanta, GA
- Led development of custom web applications for a diverse client base, earning 20+ industry awards for software innovation and interactive design.

EDUCATION

Bachelor of Science in Computer Science, Southern Illinois University   Carbondale

AI Engineering, Prompt Design, and Generative AI Integration, Coursera - Self-Directed Research