# Daniel Thagard

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I build great teams, products, and infrastructure. AMA

- ☒ Hire
- ☒ Don't not hire

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## Recent Projects

### Engineering Organization at Corellium

- Directed the growth and performance of Corellium's R&D organization from Series A to acquisition (~$200M exit), scaling to 30+ engineers across multiple platforms and disciplines.
- Built and formalized engineering processes, enabling the company to successfully pass a SOC2 audit and establishing operational rigor.
- Reorganized development into cross-disciplinary squads aligned to business priorities, introduced a Scrum framework, and reduced cycle time from more than a month to less than two weeks.
- Championed platform and process improvements including feature flagging, automated testing, and semantic versioning, increasing velocity and release confidence.
- Partnered with Product and business stakeholders to define requirements, development workflows, and test/UAT practices for critical product launches.
- Strengthened team cohesion and visibility by creating company hackathons, gaming tournaments, and monthly demos to showcase new features and enhancements.

### Engineering Organization at Immertec

- Established foundational SDLC processes and partnered with leadership to complete a SOC2 audit.
- Built a comprehensive internal documentation library for engineering, spanning onboarding resources, operational runbooks, product guides, and how-tos.
- Introduced Kanban across multi-platform product lines (web, mobile, VR, AWS/GCP systems) and trained teams on usage; implemented performance metrics and reporting.
- Developed a weekly executive dashboard to surface health indicators, enabling informed decision-making and prioritization.

- Consolidated source control from GitHub and Bitbucket into SOC2-compliant GitLab, reducing costs and simplifying developer workflows.
- Implemented behavior-driven development (BDD) with CucumberStudio and BrowserStack, decreasing regressions and improving product quality and velocity.
- Deployed CI/CD pipelines using GitLab Runners on Kubernetes with Terraform, automating delivery of development, staging, and production environments.
- Scaled the engineering organization, tripling headcount and adding key platform, product, and QA capabilities.
- Established continuous improvement practices—biweekly 1:1s, monthly retrospectives, and improvement katas—to support growth, alignment, and performance.

### Site Reliability Organization at Magic Leap

- Founded a global organization of 70 engineers focusing on technology infrastructure and developer productivity.
- Established competencies in end-user support, infrastructure engineering, observability, chaos engineering, and application delivery.
- Introduced Kanban project management methodologies, reducing average lead times from 45 days to 14 days.
- Automated the deployment of physical and virtual infrastructure, eliminating many bespoke manual processes.

### Mixed Reality Architecture

- Architected and led the development of an application to visualize cloud infrastructure using Spatial Computing (AR/MR) with the Magic Leap One.
- Utilized Unity, C#, Terraform, Golang, Cloud Storage, and Cloud Functions to dynamically pull infrastructure from Terraform state and display it as a directed graph.
- Leveraged image keys to synchronize location data and enable real-time shared experiences with other users.

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## Employment

**Corellium** (*Delray Beach, FL*)

- Vice President, Engineering - 2022/06-Present

**Namely** (*New York City, NY*)

- Staff Software Engineer, Platform - 2021/11-2022/06

**Blackstone** (*New York City, NY*)

- Vice President, Platform Engineering - 2021/04-2021/11

**Immertec** (*Tampa, FL*)

- Vice President, Engineering - 2020/09-2021/04

**Magic Leap** (*Dania Beach/Plantation, FL*)

- Senior Director, Site Reliability & Core Engineering - 2019/10-2020/09
- Director, Site Reliability & Core Engineering - 2019/01-2019/10
- Senior Manager, Site Reliability - 2018/02-2019/01
- Manager, Site Reliability - 2017/03-2018/02
- Senior Site Reliability Engineer - 2016/07-2017/03

**Citrix** (*Coconut Creek, FL*)

- DevOps Engineer - 2015/06-2016/07

**QQ Solutions, Inc** (*Deerfield Beach, FL*)

- DevOps Team Lead - 2014/06-2015/06
- Software Engineer - 2014/01-2014/06

**EPIS, LLC** (*Stuart, FL*)

- Senior Software Developer - 2011/09-2013/12

**BenTek** (*Palm Beach Gardens, FL*)

- Chief Information Officer - 2010/09-2011/09
- Information Technology Director - 2007/03-2010/09
- Information Technology Manager - 2006/06-2007/03

**Florida State University** (*Tallahassee, FL*)

- Online Programs & Technology Training Manager - 2004/08-2006/06
- Systems Administrator - 2001/03-2004/08

## Education

**Degrees**

- University of Florida, Masters of Business Administration
- Barry University, BS, Information Technology
    - Graduated Summa Cum Laude, 3.975 GPA

### Certifications

- Certified ScrumMaster (CSM), Jan 2024 (001610775)
- AWS Certified SysOps Administrator – Associate, Nov 2016 (AWS-ASOA-5456)
- AWS Certified Solutions Architect – Associate, Aug 2016 (AWS-ASA-19742)
- CCNA, July 2004 (CSC010817750)
- MCSA, Mar 2006 (3594126)
- CompTia A+, Feb 2000 (E75DTT0530)

### Course Work

- Kanban System Design (KMP I)
- PMP Certification Training
- Kubernetes Certified Administrator

## Awards

- **Core Excellence of the Year 2024** (*February 2025, Corellium*)
    - This award is among the highest honors, recognizing an individual who inspires consistently and demonstrates exceptional performance, leadership, and commitment to the company's goals and values.
- **Super Leaper** (*December 2017, Magic Leap*)
    - Nominated by colleagues for employee award by representing the company value of "together with love".

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## Technologies

### Languages/Scripting

- Golang, C#, Bash/Zsh, Python, Ruby, RegEx, Javascript, Node.js, HTML, CSS, SQL

### Keywords

- Hypertune, Atlassian Atlas, Atlassian Compass, Vercel, Lerna, pnpm, Proxmox, Opsgenie, Azure AD, ProductBoard, Figma, Github Actions, Webpack, Jest, Drone CI, RushJS, monorepo, Terraform Enterprise, JFrog

Artifactory, Notion, Codacy, Spinnaker, VSCode, GitLab Runners, Firebase, Cloud Firestore, MacStadium, CucumberStudio, BrowserStack, AppAutomate, Autopilot, Contentful, LucidChart, AWS, GCP, Azure, CI/CD, Docker, k8, Terraform, Vault, Concourse CI, Bitbucket, Ansible, Chef, Datadog, Sentry.io, Zendesk, Superset, Pingdom, Cloudcraft, Bitbucket Pipelines, Statuspage.io, Aha!, Kubernetes, Istio, Knative, StackStorm, Nexus, Github Enterprise, Gitlab, Citrix XenMobile 9/10, Citrix Netscaler / Receiver, CohesiveFT, Slack, Icinga2, PagerDuty, SumoLogic, OneBug, OSSEC, TestKitchen, Podio, Jenkins, TFS, Scalr, Icinga, CloudStack, Eucalyptus, Graylog2, Route53, SalesForce.com, Ice, RubyMine, VisualStudio 2015, Avaya IP Office 500, LastPass, VMWare ESXi 5.5, Citrix XenServer 6.0/6.5, KVM, SQL Server 2014 Std./Ent, WCF, Entity Framework, Visual Studio 2010/2012/2013, MonoDevelop, Xamarin, Atlassian Stash, Git, FortiNet, Microsoft CRM, SourceGear Vault, Windows Server 2008, Ubuntu, Joomla, LVS/Ultramonkey, EqualLogic PS4000e, EMC AX150, MD3000i, PC6248, PC6224, PC5448, Citrix XenServer, VMWare Workstation, Eclipse, Subversion, Atlassian JIRA, Atlassian Confluence, Atlassian Bamboo, Atlassian Fisheye, Atlassian Crowd, Atlassian Greenhopper, Keri, XOSoft WANSync, ProFTPD, Illustrator, Zmanda, Exchange 2007, VMWare ESX, GlassFish, Tomcat, InDesign, BitDefender, Blackberry Enterprise Server, Logmein, GoToMyPC, GoToMeeting, GoToAssist, Agile methodologies, Kanban, Scrum, SQL Server 2005, Netbeans, Liferay, Mitel, SIP, Watchguard, SonicWALL, TestTrack, SurroundSCM, Symantec BackupExec, Exchange 2000, Solaris, RHEL, CentOS, Gentoo, Windows XP, Oracle, MySQL, iptables, Cisco, Clariion CX300, BIND, Sophos, Citrix MetaFrame, Windows 2000, Symantec Ghost, Active Directory, RemotelyAnywhere, Dreamweaver, Photoshop, Flash, SQL Server 2000, SUS