Daniel Thagard

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I build great teams, products, and infrastructure. AMA

- ⊠ Hire
- ⊠ Don't not hire

Recent Projects

Created Engineering Organization at Immertec

I implemented all of the foundational processes and procedures for Immertec's software development life cycle (SDLC) to pass a SOC2 audit. I organized and wrote most of the internal documentation for Engineering including operational documents, onboarding, product, and how-tos. I setup and trained the team on the use of kanban as a development methodology and tracked performance metrics across multiple product lines including web, mobile, VR, and custom systems running in AWS and GCP. Using these metrics and others I created a health reporting dashboard for the weekly executive leadership team to help drive company decision making. I implemented SOC2 compliant source control processes on GitLab while consolidating from GitHub and Bitbucket to reduce costs and developer friction. I implemented behavior driven development (BDD) using CucumberStudio and Browserstack to reduce regressions and improve product quality and speed of development. I setup CI/CD pipelines using GitLab Runners on top of Kubernetes to automate deployment of development, staging, and production applications using Terraform (previously was bespoke and tribal knowledge). I led hiring which tripled the size of the existing Engineering team including the addition of a platform, product, and QA team. I also implemented continuous improvement processes such as biweekly 1:1s, monthly retrospectives, and improvement katas.

Created Site Reliability Organization at Magic Leap

Starting with just myself, I created an organization of about seventy engineers globally focused on the delivery of technology infrastructure and developer productivity at Magic Leap. We had organized competencies around end-user support, infrastructure engineering, observability, chaos engineering, and application delivery. Most notably I introduced kanban project management methodologies which reduced average lead times from 45 days to 14 days across the team. We also implemented processes for automating the deployment of all physical and virtual infrastructure, removing many bespoke, manual processes.

Mixed Reality Architecture

Architected, designed, and led a team to develop an application to visualize cloud infrastructure using Spatial Computing (AR/MR) using the Magic Leap One. We used a combination of Unity, C#, Terraform, Golang, and Cloud Storage, and Cloud Functions to dynamically pull infrastructure from a Terraform state and show it using a directed graph. We also leveraged image keys to synchronize location data and share the experience real time with another user.

Employment

Namely (*New York City, NY*)

- Staff Software Engineer, Platform - 2020/11-Present

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

Course Work

- Kanban System Design (KMP I)
- PMP Certification Training

Awards

- **Super Leaper** (*December 2017, Magic Leap*)
    - Nominated by colleagues for employee award by representing the company value of "together with love".

Technologies

Certifications

- AWS Certified SysOps Administrator – Assoc, Nov 2016-18 (AWS-ASOA-5456)
- AWS Certified Solutions Architect – Assoc, Aug 2016-18 (AWS-ASA-19742)
- CCNA, July 2004-07 (CSC010817750)
- MCSA, Mar 2006-indefinite (3594126)
- CompTia A+, Feb 2000-indefinite (E75DTT0530)

Languages/Scripting

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

Keywords

- 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, JIRA, Confluence, Bamboo, Fisheye, Crowd, 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