

Daniel Thagard

dan@thagard.net | +1-561-374-2569 | LinkedIn | Github | Resume

I build great teams, products, and infrastructure. AMA

- ☒ Hire
 - ☒ Don't not hire
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Recent Projects

Engineering Organization at Corellium

- Implemented requisite development processes and worked with key stakeholders to pass a SOC2 audit.
- Scaled the engineering team to over 35 engineers across disciplines: frontend, middleware, QA, infrastructure, Android, iOS, and hardware modeling.
- Organized application development into cross-disciplinary squads aligned with business lines and adopted a Scrum framework, reducing cycle time from over a month to under 14 days.
- Oversaw the development and implementation of numerous engineering enhancements including feature flags, test automation, and semantic versioning.
- Worked with Product teams to organize delivery of critical features including defining requirements gathering, development, testing, and UAT.
- Initiated team-building and knowledge-sharing events, including an annual company hackathon, gaming competitions, and monthly company-wide demos of new features and enhancements.

Engineering Organization at Immertec

- Implemented foundational processes for the software development life cycle (SDLC) to pass a SOC2 audit.
- Authored and organized internal documentation for engineering, covering operations, onboarding, product guides, and how-tos.
- Introduced and trained the team on Kanban methodology, tracking performance metrics across multiple product lines including web, mobile, VR, and custom systems in AWS and GCP.
- Created a health reporting dashboard for weekly executive leadership meetings to guide decision-making.
- Established SOC2-compliant source control processes on GitLab, consolidating from GitHub and Bitbucket to reduce costs and developer friction.

- Implemented behavior-driven development (BDD) using CucumberStudio and BrowserStack, reducing regressions and improving product quality and development speed.
- Set up CI/CD pipelines with GitLab Runners on Kubernetes to automate deployment of development, staging, and production applications using Terraform.
- Led hiring efforts, tripling the engineering team size and adding platform, product, and QA teams.
- Introduced continuous improvement processes such as biweekly 1:1s, monthly retrospectives, and improvement katas.

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.

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

- **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, k8s, 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