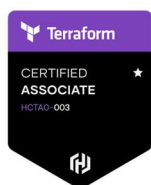


# DANIEL LAUGHLAND

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(414) 881-9667  
daniel@laughland.com

**Profile:** Software engineering leader with 15 years of diverse technical experience, especially with C#/.NET, JavaScript/TypeScript, AWS, and Azure. Team leader and manager for over 5 years, promoting Agile and DevOps practices with hybrid and remote teams. Eager for new leadership opportunities, technical challenges, and bringing great product visions to fruition.



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## WORK EXPERIENCE

### Application Engineering Lead, Sept 2023 – Oct 2024

*Velocity Risk Underwriters, Nashville, TN (Remote)*

- Led multiple remote software teams (with both offshore and US-based team members) in the development and support of internal applications in a hybrid cloud environment.  
*Tech stack: .NET (C#), SQL Server, Azure Kubernetes Service, Excel Add-Ins*
- Executed a major reorganization of Agile and DevOps practices to accelerate feature delivery and operational efficiency.
- Conducted analysis of legacy applications to develop an engineering roadmap and planned its implementation in collaboration with product leaders.

### SVP of Software Engineering, July 2021 – Aug 2023

*Novus Home Mortgage (a division of Ixonia Bank), Waukesha, WI (Hybrid Remote)*

- Retained all responsibilities as Software Development Manager (below). This promotion formalized my management of the Development, IT ops, and Business Intelligence teams.
- Guided the IT team in the creation of policies for network and endpoint security, accelerating the onboarding of branch and employee equipment, and improving helpdesk service levels.
- Developed a Business Intelligence program by creating pipelines for data warehousing (*Snowflake, Python, Azure Functions*) and giving guidance to Power BI report developers.

### Software Development Manager, February 2019 – July 2021

*Novus Home Mortgage (a division of Ixonia Bank), Waukesha, WI*

- Founded the software development practice at the company. Applying current engineering best practices, I built both a team and a platform with high quality, flexibility, and efficiency. We utilize both serverless and traditional cloud services on AWS.

*Tech stack: AWS, .NET (C#), SQL Server, DynamoDB, Fargate (Docker), React, TypeScript, Retool*

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- Researched emerging technologies, architected production systems, and maintained delivery pipelines and site reliability. Utilized tools such as Azure DevOps, Terraform, Cypress, and App Insights to support.
- Managed a remote team of software developers, including hiring, mentorship, leading meetings, code reviews, and conducting performance evaluations.
- Collaborated with executive leadership and department heads to develop product visions into accurate, deliverable requirements with appropriate priority and delivery roadmaps.
- Discovered, recommended, and managed engagements with vendors for software and consulting services.

### **Senior Software Developer, August 2016 – February 2019**

*RevealRx (formerly Tricast, Inc), Wauwatosa, WI*

- Architected and implemented a cloud-native, serverless, HIPPA-compliant product platform which analyzes pharmacy claims for over 2 million Medicare and Medicaid patients.

*Tech stack: Azure, .NET (C#), Azure Functions, Service Fabric, CosmosDB, React, App Insights*

- Led backlog refinement, project estimations, client feedback discussions, product design sessions, and team retrospectives for a hybrid-remote team of software developers.
- Supported daily operations of our SaaS product, including system monitoring, customer support, and production triage.

### **Staff Consultant, Development Center, October 2012 – August 2016**

*Centare, Brookfield, WI*

- Worked as a developer on cross-functional, Agile teams varying from one to six people, for twelve clients in varied verticals to provide technical advice, develop custom software, and maintain existing products.
  - Mentored apprentice and junior-level developers with collaborative/pair-coding activities and formal teaching presentations.
  - Led improvements to the interviewing and hiring process by crafting activities and rubrics to evaluate applicants at all experience levels.
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## EDUCATION

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### Certifications & Continuing Education

- AWS: Certified Solutions Architect – Professional (July 2023 – July 2026)
- Hashicorp: Terraform Certified Associate (June 2023 – June 2025)
- ISC2: Certified in Cybersecurity (Jan 2024 – Jan 2027)
- Scrum.org: Professional Scrum Developer (Sept 2013), Professional Scrum Master (Jan 2013)
- Microsoft: Certified Solutions Developer: Web Applications (Feb 2014-Sept 2016)  
(converted to MCSD: App Builder Charter Member in Sept 2016)
- FCC: Amateur Radio Operator, General Class. Callsign W9LAF (Oct 2022-Oct 2032)

### University of Wisconsin – Milwaukee

*BBA Management Information Systems, Magna Cum Laude, December 2011*

- Lubar School of Business Dean's List: Fall 2009, Spring 2010, Fall 2010, Spring 2011
- MLG Business Writing Contest 2nd Place Winner, Spring 2010
- Served on IT Policy Committee, Advisory Committee on Educational Technology Fees, Digital Futures Grant Committee, Academic Misconduct Hearing Committee

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## CONFERENCE PRESENTATIONS

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### Wisconsin .NET Users Group, Brookfield, WI

- “API Wars”, September 2020

### Milwaukee JavaScript Meetup, Milwaukee, WI

- “Frontend Framework Panel Discussion” Feb 2018

### Cream City Code (formerly MKE DOT NET), Milwaukee, WI

- Served on the technical advisory & speaker selection committees: 2018, 2017, 2016, 2015

### Chicago Code Camp, Chicago, IL

- “Big Microservices with the Actor Model” April 2016
  - “Blending Web & Desktop with OWIN and Katana” April 2014
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