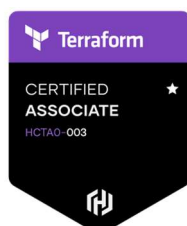


# DANIEL LAUGHLAND

(414) 881-9667  
daniel@laughland.com

**Profile:** Software development leader with 15 years of technical experience, especially with C#/.NET, Web technologies, AWS, and Azure. Team leader and manager for 4 years, promoting Agile and DevOps practices with hybrid and remote teams. Eager for more leadership opportunities, technical challenges, and bringing great product visions to fruition.



## WORK EXPERIENCE

### SVP of Software Engineering, July 2021 – Present

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

- 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*

- Researched latest 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.

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## WORK EXPERIENCE (CON'T)

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### 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 new 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)
- 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, Technician 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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