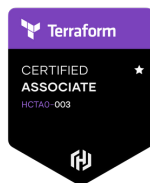# DANIEL LAUGHLAND

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Milwaukee, Wisconsin

Profile: Software engineering leader with 15 years of diverse technical experience, especially with JavaScript/TypeScript, C#/.NET, Azure, and AWS. 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.

WORK EXPERIENCE

Senior Manager, Software Engineering, Dec 2024 – Current

Signify Health (a CVS Healthspire brand), Dallas, TX (Remote)

- Managed a newly formed team of eight developers through the development and on-time launch of a rebuilt payroll system

  Tech stack: Go, .NET (C#), React, React Native, PostgreSQL, Apache Kafka

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. My activities included design discussions, code reviews, hands-on coding, and mentorship.
  Tech stack: .NET (C#), Blazor, SQL Server, Azure Kubernetes Service, Excel Add-Ins, JIRA

- Developed a roadmap of architectural and technical initiatives and planned its implementation in collaboration with product management.

- Executed a major reorganization of Agile and DevOps delivery practices to accelerate releases and feedback loops.

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.

- Discovered, recommended, and managed engagements with vendors for software and consulting services.

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 my vision for architecture and business goals, I hired a team and built a platform with high quality, adaptability, 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 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.

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.

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: App Builder (Sept 2016)
- FCC: Amateur Radio Operator, General Class. Callsign W9LAF (Oct 2022-Oct 2032)

CONFERENCE PRESENTATIONS

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