

# Josh Gretz

CTO | Builder | Catalyst

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*I believe highly functioning software teams make the world better. I'm a builder - of software, of teams, of organizations. Developer, architect, leader, executive: I've succeeded at every level, and I remain hands-on because the best technical leaders never leave the keyboard.*

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## EXPERIENCE

### Co-Founder & CTO

ForceBuilders · April 2023 – Present · Remote

We help organizations build and scale highly functioning software teams — People, Process, and Product. We ignite potential, empower teams, and step back when they can run without us.

#### Fractional CTO Engagements:

- **Healthcare IoT Startup:** Established software organization from zero for connected medical device company. Hired architect and developers, helped hire PO. Laid architecture track (Node, React, React Native, BLE integration) and took stories alongside the team. Shipped V1 to web and both app stores in 6 months, then executed structured phase-out.
- **Merchant Services Company:** Partnered with leadership to build 10+ person cross-functional team from scratch. Established architecture (Node, React, TypeScript, modular monorepo), SDLC, and tooling in PCI-compliant environment. Collaborated with PO on backlog development and execution. Team shipped V1 with new market capabilities including API integration and AI-enabled intake. 18-month engagement ending with clean handoff.
- **Software Consultancy Transition:** Designed timed 4-quarter transition plan to exit the organization I helped build over 20 years. Trained successor (internal promotion), established cross-practice leadership structure to steward technical and process standards so the company could operate independently.
- **Fintech VC Due Diligence:** Engaged by VC firm to assess portfolio company that had burned \$5M over 3 years without shipping V1. Conducted thorough code review (~100 repos), team evaluation, and infrastructure audit. Delivered candid findings that gave board clarity to make informed investment decision.

### Chief Technology Officer

Truefit · June 2015 – November 2024 · Pittsburgh, PA

Led technical vision, engineering organization, and solutions engineering for boutique software consultancy. Served as technical face of company for sales support and industry engagement.

#### Engineering & Team Building:

- Designed and scaled cross-functional teams that could take on any project and deliver on time, on budget, with high quality
- Grew overall organization by more than 2x; created engineering career ladder, interview process, and performance management approach
- Directly mentored ~50 developers over the course of my tenure; built team culture alumni consistently describe as the best place they ever worked

#### Technical Leadership:

- Led R&D; and established technical standards across all teams; drove major technology transitions (Objective-C to Swift, Angular to React) while staying hands-on with architecture and code review
- Led engagements ranging from greenfield builds to rescues where our team was brought in after others had failed - modernizing legacy medical software after 2 failed offshore attempts, shipping MVP in 3 months to satisfy board requirements
- Created and maintained open source frameworks; founded Pittsburgh React meetup; spoke at CodeMash, ThatConference, StirTrek on React Native, leadership, value-based pricing

#### Results:

- Guided teams to deliver 150+ projects across regulated and unregulated industries - healthcare, finance, sports, fitness, gaming, connected hardware
- Company recognized as Greater Pittsburgh Top Workplace (2017, 2019)

## Director of Engineering

Truefit · August 2013 – June 2015 · Pittsburgh, PA

Saw an organizational need and stepped up to fill it. Created role bridging technical leadership with business operations - then built the systems to make it work.

- Established structure for projecting capacity, forecasting revenue, and measuring value delivered - this foundation drove the business for the next decade
- Standardized estimation and transitioned company from hourly billing to value-based pricing
- Took over hiring and management of engineering and QA; helped legacy developers transition to modern tech stacks
- Partnered with colleague (now ForceBuilders co-founder) to transition from bench model to dedicated cross-functional teams; established product owner, QA, and design practices

## Software Engineer → Senior Engineer → Architect

Truefit · May 2003 – August 2013 · Pittsburgh, PA

Started out of college and progressed from entry-level to architecture lead. Led technical delivery across web, mobile, and desktop platforms.

- Built restaurant POS system from scratch leading small team; shipped to live restaurant in 6 months, grew to nationwide rollout (later acquired by competitor)
- Recognized early (2008) that mobile would transform the industry; founded Truefit's mobile development practice as sole developer, grew to agile team
- Delivered quality projects across web, mobile, desktop; established frameworks and architecture patterns that enabled team to move fast
- Led development on proprietary SOA bus for multi-product ERP; re-architected syncing system from single-process to distributed multi-worker architecture

## Adjunct Professor

Grove City College · 2009 – 2013

Developed and taught senior-level mobile development course (iOS/Objective-C). Mentored students on software engineering practices.

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## EDUCATION

### B.S. Computer Information Systems, Minor in Business

Grove City College · 2000 – 2004

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## SKILLS

**Engineering:** Node, React, React Native, TypeScript, Bun, .NET/C#, Swift, BLE integration, AWS, Azure, Docker

**Architecture:** System design, SDLC design, technical due diligence, capacity planning, distributed systems

**Leadership:** Team building, hiring, performance management, cross-functional team design, mentoring

**Communication:** Public speaking, solutions engineering, sales support, technical writing