Matthew Roy – Curriculum Vitae

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Summary

Matthew is a proven technology leader with 11+ years of experience driving transformation, scaling high-performing teams, and delivering measurable business outcomes across startups and Fortune 500 companies. Rapidly promoted from engineer to director, he balances operational stability with breakthrough innovation. As Director of Technology at Thomson Reuters, he has saved over $1M annually in cloud costs, reduced OpEx spend by $2.5M+ year-over-year and transitioned legacy organizations to Agile— improving release accuracy by 15% and throughput by 189%. He launched GenAI-powered investigative applications, spearheaded major products and cloud migrations, and secured client renewals by implementing modular strategies and building high-retention, cross-functional teams.

Previously, as a lead developer on the case management team at Pondera (acquired by Thomson Reuters for $124M), Matthew played a pivotal role in revolutionizing the company's case management system, driving a tenfold increase in deployed systems and expanding the client base, which led to expanded leadership opportunities. Throughout his career, he has built and coached Scrum teams, contributed to Agile transformations, and delivered automation-first improvements that reduced risks and improved process quality.

He holds a Bachelor of Science in Computer Science, a minor in Mathematics, and received the Outstanding Scholastic Achievement award for graduating top of his class in 2018. Matthew's core strengths include cost optimization, AI and GenAI innovation, Agile transformation, product modernization, technical leadership, and team mentorship.

Skills

Software	Infrastructure and DevOps	Essential
.NET Core	AWS	Adaptability
Active Directory (AD)	Artificial Intelligence (AI) [1]	Agile Evangelist
Actix Web [1]	Azure	Agile Methodology
Bootstrap	Azure Devops	Automation
C#	Bash	Change Management
C++ [1]	Bitbucket	Cloud Cost Savings
ChatGPT [1]	Docker	Coaching
CIAM SSO	Git	Collaboration
CMS PeopleSoft HR	GitHub [1]	Communication Efficiency
CSS	HP BIOS	Cost Management
Draw.io	HP iLO	Cross-functional Expertise
Elastic	Hyper-V	Dashboard Design
ElasticSearch	Jenkins	Effective Communication
Entity Framework	JIRA	Emotional Intelligence
Hibernate ORM	Linux	Employee Engagement
HTML	Machine Learning (ML) [1]	Financial Stewardship
IIS	Microsoft Project Plan	Goal Alignment
J2EE	Microsoft Windows Server	Headcount Optimization
Java	Neural Networks (NN) [1]	Hierarchy Flattening
JavaScript	NIC Teaming	Leadership
JDBC	PowerShell	Learning and Development
JSF	Rally	Mentorship
Juicer.io	ServiceNow	Operational Efficiency
LINQ	Storage Area Network (SAN)	Organizational Design
LINQPad	TFS	Performance Management
Maven	VirtualBox	Personal OKRs for Individuals
MSSQL	VMWare	Problem-Solving
MySQL		Process Improvement
Nashorn (JavaScript engine)		Process Optimization
Nuxeo		Procurement Strategy
Nuxeo Studio		Product OKRs for Businesses
PHP		Release Management
Python [1]		Scrum Master
Razor Pages		Social Awareness
Rust [1]		Sprint Planning
Spring Boot		Stakeholder Alignment
SSRS		Stakeholder Engagement
Tableau		Strategic Planning
Visio		Team Leadership
Web API		Technical Lead
Windows Forms .NET		Time Management
YellowFin		Training Development

[1] Proficiency in a denoted skill is demonstrated via that skill's **personal** usage, showcased on Matthew's GitHub.
Proficiency in a non-denoted skill is demonstrated via that skill's **professional** usage, showcased in the Projects section.

Projects

Position: Director of Technology, Thomson Reuters

Project: Leading a comprehensive cost optimization and operational efficiency effort across the department.
Project Duration: *Ongoing*
Description: Directed strategic initiatives to optimize total technology group expenses, achieving over $1M in annual cloud cost savings and reducing overall operational expenditure by more than $2.5M year-over-year. Executed headcount right-sizing, contractor footprint reduction, and negotiated strategic licensing contracts to drive cost efficiencies while maintaining innovation and delivery speed. Collaborated across finance, procurement, and engineering teams to identify optimization opportunities, automate manual workflows, and enhance resource utilization. Balanced cost leadership with operational excellence, resulting in measurable process improvements and sustained business impact.
Core Skills: Cost Management, Headcount Optimization, Procurement Strategy, Cloud Cost Savings, Operational Efficiency, Financial Stewardship, Cross-Functional Leadership, Automation, Team Performance

Project: Led an organizational restructuring department-wide.
Project Duration: 3 mos.
Description: Architected and executed a comprehensive restructuring of the technology group into four distinct pillars: Data Management, Release Management, New Product & Technologies, and Application Development Management. Flattened the organizational hierarchy by reducing layers, improving communication efficiency, and accelerating decision-making. Identified and developed pillar leads, providing ongoing mentorship to build leadership capability and reinforce accountability. Built out a total of 44 KPIs, with measurable success, to be executed in 2025, with shared KPIs spanning different pillars to reenforce collaboration. This restructuring enhanced team alignment, cross-pillar collaboration, and scalability of operations.
Core Skills: Organizational Design, Leadership Development, Hierarchy Flattening, Team Empowerment, Change Management, Agile Leadership

Project: Transformed the group with Agile, bringing consistent ceremonies and a sustainable release cadence.
Project Duration: 12 mos.
Description: Implemented consistent Agile ceremonies across all pillars, including daily stand-ups, cross-pillar retrospectives, and unified sprint planning, unifying team routines and improving transparency. This made our SDLC consistent and transparent, enabling a view into the velocity and capacity metrics within the delivery teams. Consolidated a complex release calendar by shifting from twice-weekly ad hoc releases to a structured bi-weekly sprint release cadence, while introducing automated weekly ETL deployments, reducing burnout in DevOps and QA teams and improving deployment quality and predictability. The transformation sustained over a year has delivered a 15% increase in release accuracy and a 189% boost in throughput, improving team velocity and collaboration, all while reducing OpEx spend.
Core Skills: Agile Methodologies, Sprint Planning, Release Management, Process Optimization, Team Collaboration, DevOps Enablement

Project: Led a JIRA transformation committee to bring SDLC best practices from the industry into a start-up inspired group.
Project Duration: 4 mos.
Description: Spearheaded the overhaul of JIRA workflows, introducing new issue statuses, gates, and ceremonies aligned with Agile SDLC methodologies. Authored a comprehensive user guide and delivered recorded training sessions to onboard teams, supporting a smooth rollout and ongoing adoption. Established frameworks such as the Product Ownership Forum and unified sprint planning, boosting cross-functional collaboration by 40%.
Core Skills: Agile Process Design, JIRA Administration, Training Development, Change Management, Process Improvement, Stakeholder Engagement

Project: Designed and built a group-wide dashboard for cross-functional visibility and alignment.
Project Duration: 6 mos.
Description: Developed a centralized dashboard merging status, metrics, and workflows for all four technology pillars to provide real-time visibility across product, engineering, and business teams. The dashboard fosters transparency, aligns cross-team priorities, and drives data-informed decision-making, breaking down silos and supporting portfolio management.
Core Skills: Dashboard Design, Data Visualization, Stakeholder Alignment, Cross-Functional Collaboration, Communication Efficiency

Position: Software Engineer Manager, Thomson Reuters

Project: Blend technical expertise with business acumen to significantly scale the case management product.
Project Duration: 18 mos.
Description: Involved end-to-end—from sales collaboration to development, architecture, and everything else in between—for the offering of the [Thomson Reuters Case Tracking system](#). Creating OKRs and initiatives with senior leadership to build out a product that can stand out in the fraud, waste, and abuse market for case management. Lead a team of over 8 developers, a Scrum Master, and a System Analyst, driving the product towards the best possible version. Working cross-functionally with the PMO, Sales, and Business teams to ensure the product remains as competitive as possible in both feature-set and pricing.
Core Skills: Leadership, Strategic Planning, Personal OKRs for Individual Development, Product OKRs for Business Development, Goal Alignment, Performance Management, Adaptability, Emotional Intelligence, Employee Engagement, Learning and Development, Social Awareness, Coaching, Agile Evangelist

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Position: Software Engineer, Pondera Solutions, part of Thomson Reuters

Project: Architect a new approach to the case management system, mentoring developers and business leaders.
Project Duration: 18 mos.
Description: Revolutionized the existing case management system by introducing a new, more efficient approach, while providing mentorship to developers and business leaders. Significantly reduced feature bloat streamlined the user experience, and minimized technical maintenance, leading to a 10x increase in the customer base without substantial team expansion. Received recognition across the business unit for this successful initiative and was subsequently promoted to further scale out the product.
Core Skills: Nashorn (JavaScript engine), Nuxeo, Nuxeo Studio, Elastic, ElasticSearch, SSRS, JDBC, Maven, YellowFin, CIAM SSO, Active Directory (AD), Azure Devops, Technical Lead, Draw.io, Visio, Effective Communication, Collaboration, Problem-Solving, Time Management, Cross-functional Expertise

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Position: Software Engineer, Scrum Master, Intel Corporation

Project: Create a Windows Server monitoring dashboard for the Intel datacenter and onboard a new Scrum team.
Project Duration: 10 mos.
Description: Developed a dashboard to monitor the Windows datacenter environment using .NET Core and Razor Pages. Optimized LINQ queries with LINQPAD, significantly improving application performance. Successfully initiated a new Scrum team as the Scrum Master by facilitating traditional Agile ceremonies with the team, while onboarding multiple interns. Developed multiple Tableau reports to visualize and communicate velocity and burndown metrics to senior management, improving informed decision-making.
Core Skills: .NET Core, Razor Pages, Entity Framework, LINQ, LINQPad, Web API, IIS, MSSQL, TFS, Scrum Master, Tableau, Agile Methodology, Team Leadership, Mentorship

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Position: IT Systems Programmer, Intel Corporation

Project: Enable network redundancy to over 10k Windows Servers in the Intel datacenter.
Project Duration: 12 mos.
Description: Led the implementation of network redundancy project, via NIC teaming, for over 10,000 Windows servers using PowerShell automation. This involved the creation of a global automation tool for the landing of datacenter hardware—leveraging HP BIOS/iLO, Windows Forms .NET, C#, and PowerShell, while integrating it with Azure.
Core Skills: HP BIOS, HP iLO, Windows Forms .NET, PowerShell, C#, Microsoft Project Plan, ServiceNow, Azure, Hyper-V, VMWare, VirtualBox, Docker, Storage Area Network (SAN), NIC Teaming

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Position: Application Developer, Intel Corporation

Project: Major enhancement to the continuous integration and deployment pipeline within Jenkins.
Project Duration: 3 mos.

Description: Developed over 10 Bash scripts for automated deployments of a Java enterprise application on Linux, with comprehensive logging, error checking, and Jenkins continuous integration orchestration, while addressing the team's technical debt backlog within a Spring Boot Java stack.
Core Skills: Java, J2EE, JSF, Spring Boot, Hibernate ORM, Bash, Linux, Jenkins, AWS, Git, Bitbucket, JIRA, Rally

Position: Web Developer, California State University, Sacramento

Project: Web page modernization overhaul.
Project Duration: 6 mos.
Description: Enhanced the front end of 15 web pages using Bootstrap to achieve a mobile-first design, integrated with Juicer.io for social media content, and implemented password-protected pages and workflow automation for school staff members, leveraging a LAMP stack on top of their existing CMS.
Core Skills: HTML, CSS, JavaScript, Bootstrap, PHP, MySQL, CMS PeopleSoft HR, Juicer.io, Microsoft Windows Server

Experience (11 yrs. 7 mos.)

Title: Director of Technology
Company: Thomson Reuters
Location: Eagan, MN
Dates: 04/2024 – Present (1 yr. 6 mos.)

Title: Software Engineer Manager
Company: Thomson Reuters
Location: Eagan, MN
Dates: 10/2021 – 04/2024 (2 yrs. 7 mos.)

Title: Software Engineer
Company: Pondera Solutions, part of Thomson Reuters
Location: Folsom, CA
Dates: 04/2019 – 10/2021 (2 yrs. 7 mos.)

Title: Software Engineer, Scrum Master
Company: Intel Corporation
Location: Folsom, CA
Dates: 06/2018 – 03/2019 (10 mos.)

Title: IT Systems Programmer
Company: Intel Corporation
Location: Folsom, CA
Dates: 08/2016 – 05/2018 (1 yr. 10 mos.)

Title: Application Developer
Company: Intel Corporation
Location: Folsom, CA
Dates: 06/2016 – 08/2016 (3 mos.)

Title: Web Developer
Company: California State University, Sacramento
Location: Sacramento, CA
Dates: 07/2014 – 06/2016 (2 yrs.)

Education

Degree: Bachelor of Science
Field of Study: Computer Science
School: California State University, Sacramento
Location: Sacramento, CA
Dates: 08/2014 – 05/2018
Cumulative GPA: 3.750 / 4.000
Notable Achievement: Received the single prestigious Outstanding Scholastic Achievement award for graduating at the top of the Computer Science department in the class of 2018.
Advanced Coursework: Parallel Programming GPUs, Database Management Systems, Computer Theory and Programming Languages, Advanced Computer Organization.

Degree: Minor
Field of Study: Mathematics
School: California State University, Sacramento
Location: Sacramento, CA
Dates: 08/2014 – 05/2018
Advanced Coursework: Analysis of Extremely Large Datasets (>100M+), Combinatorics, Numerical Analysis, Applied Linear Algebra.

References

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