

RYAN CELESIE




Senior Leader in Software Engineering | Servant Leader | Scrum Evangelist

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Summary

Enthusiastic leader with a proven track record in software engineering excellence. Experienced in enhancing software quality, streamlining development, and microservices architecture. Passionate about fostering ownership, accountability, and prioritizing feedback. Skilled in strategic planning, agile methodologies, and technical innovation; dedicated to optimizing engineering practices in alignment with industry standards.

Strengths

 Servant Leadership Fostered growth and technical excellence in teams of 70+ employees and cross-functional	 Scrum Mindset Consistently delivered +95% on commitments promoting accountability and ownership	 Strategic and Technical Planning Designed enterprise software systems, including microservices and domain decomposition
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Experience

Director of Software Engineering Cincinnati, OH (Remote)
ShiftKey 04/2024 - 02/2025

Directed SaaS software connecting healthcare professionals with facilities, managing shifts for thousands of organizations. Led three teams to achieve a 118% improvement in delivery—doubling output—and saving \$125,000 annually with increased security within three months.

- Led a department-wide, cross-functional initiative to address security vulnerabilities of SaaS applications built in .NET, Python, and PHP, improving security by 65% through WAF, OWASP, NIST standards, and MFA. This effort established a renewed focus on sophisticated, enterprise-grade engineering practices, fostered excellence across teams while reporting to executives
- Co-authored a white paper on AI software engineering tools (e.g., CoPilot, Cursor, Claude, Tabnine) with experiments on cloud issue resolution, unit test generation, and code analysis, highlighting potential risks, adoption strategies, and a potentials savings of 15% in development time
- Negotiated software contracts achieving an average cost savings of \$15 per month per seat, and creating a process for license management
- Created a project to migrate a 12+ TB legacy PostgreSQL 9.2 database in AWS to Amazon Aurora, collaborating with Ops, drafting an RFP, organizing vendor calls and down-selection, resulting in a 45% monthly cost reduction saving nearly \$500,000 per year in cloud spend
- Led the adoption of Continuous Discovery Habits (CDH) within cross-functional teams; achieved a 94% completion rate of opportunities (OST)
- Optimized engineering & QA collaboration by ensuring all work was tested in the same sprint, reducing regression test cycles and team burnout
- Implemented Scrum with a 96% success rate, resolved issues with incomplete requirements, and improved business confidence in the SDLC

Independent Contracting Cincinnati, OH (Remote)
Self-employed 03/2023 - 03/2024

Assisted people within my network and previous clients on various small initiatives, providing expertise and solutions tailored to their specific needs. This work allowed me to stay productive between full-time positions and maintain my professional skills.

- Facilitated Event Storming to organize business events that led to foundational .NET microservices and drafted a project plan using the Strangler pattern to replace legacy services with microservices
- Migrated .NET applications to Docker and containerization standards, enabling local testing for SDET engineers, eliminating the need for a dedicated Azure development environment, and reducing cloud spend by \$3,000/month
- Implemented Scrum across six cross-functional teams, achieving a 98% success rate. Improved communication by eliminating back-and-forth with engineers and product on requirements, and improved collaboration between engineers and QA, ensuring delivery within the same sprint

Senior Director of Software Development Cincinnati, OH
AssureCare 06/2022 - 02/2023

Championed the software engineering for a top pharmaceutical and clinical healthcare software provider. Led to a 25% improvement in software quality and a 65% decrease in post-launch defects for all products, as well as HL7 and FHIR compliance. Managed 60+ engineers across five teams.

- Led the transition to Microservices in .NET and MongoDB for all products and features, ensuring seamless integration with legacy systems and 25% faster feature delivery compared to legacy software updates
- Spearheaded the implementation of microservice design decisions such as BFF Pattern and Eventual Consistency with the architecture team, enhancing code quality and system efficiency, leading to a 35% increase in velocity of strangled code
- Decreased the time-to-delivery by 50% with stakeholder review and a 65% reduction in defects using Orthogonal Defect Classification (ODC)
- Increased successful team deliverables 90% using scrum and established high level support process to mitigate impacting commitments
- Reduced Azure costs 13% by utilizing Docker to eliminate need for development and QA cloud environments

Experience

Director of Software Development

Cincinnati, OH

Tide Cleaners at P&G

03/2020 - 05/2022

Directed the software technical strategy and oversaw the integration of digital solutions for a top-tier laundry and dry cleaning service provider, resulting in a 75% increase in software confidence through improved quality assurance and faster resolutions.

- Engineered a cutting-edge .NET Microservice platform leveraging REST APIs with DDD/CQRS architecture; embracing SOLID/Clean principles and Outbox Pattern to achieve Eventual Consistency
- Achieved a 94% increase in resolving product bugs and 75% boost in software resiliency through a dedicated monitoring and escalation team
- Implemented Scrum and directed four teams with a 97% success rate on commitments, including a ten-month streak of 100% successful deployments and software acceptance by stakeholders
- Enhanced work refinement 50% by establishing architecture standards, including UML reference architecture for technologies like .NET Core, Swift/Kotlin, Azure IaC, and VueJS
- Migrated 15 .NET, iOS, and Android pipelines to Azure DevOps and Visual Studio App Center from physical Mac, manual builds, and BitBucket
- Reduced basic tech service costs by \$5000/month using DocFx and Microsoft services through Office 365

Senior Manager, Product Development

Cincinnati, OH

Paycor

01/2019 - 08/2019

Engineered transformative enhancements for the identity and portal services engineering teams at a leading HR software company, resulting in a 30% reduction in vulnerabilities.

- Improved monthly release model with Semantic Versioning, Shift Left testing, and Polly resilience that resulted in 100% success rate over six months and 25% work item acceptance rate, providing confidence for stakeholders
- Managed 3 engineering teams totaling 18 direct reports, overseeing portal services and identity management used by all software teams

IT Manager and Lead Developer

Cincinnati, OH

CBTS

07/2015 - 01/2019

Orchestrated digital transformations for clients by modernizing legacy applications, establishing enterprise-grade development practices, implementing scrum, and increasing software delivery speed by 40%, while reducing staffing costs by \$3,500 weekly.

- Partnered with the sales team to serve as solution architect on RFPs, estimates, and presentations for 10 new client engagements
- Led managerial functions for diverse teams, executing performance reviews, resolving conflicts, and streamlining onboarding for 50+ new hires
- Stabilized client software delivery by 85% with Scrum, implementing Gitflow source management, and Microsoft Architecture Guidance
- Created 30 automated pipelines for 6 clients using new Azure IaaS/PaaS/SaaS infrastructure for all QA testing and CI/CD releases

Team Lead and Principal Consultant

Cincinnati, OH

Cardinal Solutions

03/2012 - 07/2015

Led company standards, recommended architecture, and four person engineering team at a consultant company specializing in SharePoint and .NET projects for half a dozen clients.

- Created an in-house software framework used in all SharePoint projects that enabled developers to rapidly create new projects for clients and for other developers to contribute with 92% less time for project onboarding
- Performed comprehensive requirements gathering, project estimation, and statement of work for clients and worked with client cross functional teams to deliver transformative recommendations for SharePoint and .NET projects
- Conducted technology training in the corporate office and national branches for 100+ developers, covering JavaScript, jQuery, SharePoint CSOM

Skills

Strategic Planning · Technical Strategy · Offshore Management · Servant Leadership · Career Development · Risk Management · Customer Service · Advocating Change · .NET · Microservices · Angular · Docker · Kubernetes · Azure · AWS · AI · CoPilot

Achievements and Volunteering



Barry-Wehmiller Leadership Award

Leadership award that recognizes team members whose thoughts, words, and action embody people centric leadership



Microsoft TEALS Program

Volunteered in computer science courses at Jennings District (MO), evaluating course materials and assignments



NKU Informatics Program

Volunteered as part of the Government, Corporate and Foundation Engagement program, evaluated student projects and presented real life scenarios

Education

University of Missouri Saint Louis

St. Louis, MO

Computer Science and Mathematics