JUSTICE CONDER

822 Stonewater Dr. • Kent, OH 44240   330.888.5312   justiceconder@gmail.com
justiceconder.com   Twitter GitHub Paragraph LinkedIn

SUMMARY

Operator, founder, and technologist with 15+ years across software development, large scale agile programs, and tech-forward orgs. Proven record of building and scaling complex socio-technical systems. Comfortable operating from code and architecture through org design, incentives, and capital allocation. Known for high-velocity execution, systems thinking, and translating emerging technology into durable operational primitives.

Strengths:

- Program and org design at scale (SAFe, Kanban, Scrum)
- Cryptoeconomics and token engineering
- Agentic and LLM-based automation
- Executive communication and technical storytelling
- Rapid prototyping and iterative delivery
- Complex problem solving and systems thinking

PROFESSIONAL EXPERIENCE

Thrive Protocol   Head of Growth & Innovation
Aug 2025 - Jan 2026

- Designed and built the Thrive Guardian Network (TGN) API, a permissionless x402-powered gig economy.
- Implemented user-deployable agents that source, normalize, and score web3 projects.
- Architected agent workflows that fed structured diligence data into Thrive's internal data lake and decision systems.

Quadratic Accelerator   Cofounder
Feb 2025 - Aug 2026

- Founded and scaled a bonding-curve-based launchpad into a top-ten protocol by TVL (DefiLlama).
- Launched 12 production projects using zk-KYC, Proof of Humanity (Passport), and anti-sybil mechanisms.
- Achieved highest ROI grant allocator performance in the Polygon ecosystem (~10x).

Polygon Labs   DAO BD & Treasury Governance
June 2022 - Feb 2026

- Led grants committee, Ethereum Adoption DAO, and Metaverse Alliance DAO.
- Led DAO tooling business development, winning major infrastructure deployments across the ecosystem.
- Designed Polygon's community grants program, at the time the largest in Web3 (~$200M annualized).

BanklessDAO   Governance Solution Engineer
June 2021 - Feb 2023

- Cofounded FRAG Stack, a decentralized, incentive-aligned frontend stack using Radicle and IPFS.
- Served as GSE lead in the inaugural cohort; compiled the DAO constitution, handbook, and proposal standards.

UPMC Enterprises   Lead Program Agilist
Jan 2019 - Feb 2023

- Designed and executed the scaling strategy for MyUPMC (45+ engineers).
- Authored the MyUPMC Agility Handbook and delivery metrics framework.

Highmark   Program IT Team Manager
June 2018 - Oct 2018

- Formed four new scrum teams supporting an enterprise CMS migration.
- Introduced ETL-driven migration strategies that improved speed and data quality.

Fraction Software   Blockchain Consultant
Oct 2016 - Present

- Advisor to organizations exploring blockchain, Ethereum, and decentralized architectures.
- Provide feasibility analysis, platform selection, and smart contract constraint modeling.

33 Mile Radius   Product Lead
Jan 2015 - Sep 2016

- Led post-acquisition product integration and roadmap execution.
- Migrated a local application to a containerized, cloud-based multi-user platform.

Sherwin-Williams   Developer
June 2014 - Jan 2015

- Supported enterprise agile transformation initiatives.
- Executed a 24-hour emergency e-commerce migration using static site generation.

Truth for Life   Developer
Mar 2013 - Jan 2014

- Led frontend development and marketing landing pages.
- Introduced Git workflows, agile practices, and modern QA tooling.

Sherwin-Williams Developer   *July 2011 - Jan 2013*

- Maintained core web properties and partner sites.
- Built a multilingual European web portal in collaboration with international teams.

EDUCATION

WGU Computer Science w/ AI Focus - Masters Program   *2025 - Present*

Stark State College Computer Programming - Associate's Degree   *2009 - 2011*

CERTIFICATIONS

SCRUM & AGILE

PSM I - Professional Scrum Master - Scrum.org

PSK I - Professional Scrum with Kanban - Scrum.org

CSM - Certified Scrum Master - Scrum Alliance

A-CSM - Advanced Certified Scrum Master - Scrum Alliance

AI for Scrum Masters - Scrum Alliance

DevOps - Scrum Alliance

Certified SAFe 5 Agilist - Scaled Agile, Inc

Certified SAFe 5 Practitioner - Scaled Agile, Inc

STMAC - Scrum Team Member - International Scrum Institute

SMAC - Scrum Master - International Scrum Institute

SSEAC - Scaled Scrum Expert - International Scrum Institute

SCAC - Scrum Coach - International Scrum Institute

BLOCKCHAIN & WEB3

Blockchain: Foundations and Use Cases - ConsenSys Academy

IBM Blockchain Essentials - IBM

IBM Blockchain Foundation Developer - IBM

Certified Blockchain Expert - Blockchain Council

Certified Cryptocurrency Trader - Blockchain Council

Blockchain & Healthcare - Udemy

Certified Blockchain & Healthcare Professional - Blockchain Council

Certified DAO Expert - Blockchain Council

Certified NFT Expert - Blockchain Council

Metaverse Professional - 101 Blockchains

Token Engineering Fundamentals (1 & 2) - Token Engineering Academy

TECHNOLOGY & DEVELOPMENT

AWS Certified Cloud Practitioner - AWS

Google Analytics for Beginners - Google

GitLab 101 - GitLab

Certified Entry-Level Python Programmer - Python Institute

BUSINESS & STRATEGY

Mastering Business Models - Strategyzer

Certified Platform Design Toolkit Facilitator - Boundaryless

Certified Rendanheyi Expert - First Level - Boundaryless

Platform Strategy Masterclass - The Platform Institute

Team Topologies - Team Topologies Academy

Platform as Product - Team Topologies Academy