



JUSTICE CONDER

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SUMMARY

Operator, founder, and technologist with 15+ years across software development, large scale agile programs, and Web3-native organizations. Proven record of building and scaling complex socio-technical systems including DAO governance, grant programs, bonding curve launchpads, and agent-driven automation. 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:

- Web3 & DAO architecture (governance, grants, token mechanics)
- Program and org design at scale
- Bonding curves, token launch infrastructure, grant allocation
- Agent-based automation and on-chain/off-chain integration
- Executive communication and technical storytelling
- Rapid prototyping and iteration
- Executive strategy

PROFESSIONAL EXPERIENCE

Thrive Protocol

Aug 2025 - Jan 2026

Head of Growth & Innovation

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

Quadratic Accelerator

Feb 2025 - Aug 2026

Cofounder

- 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).
- Acquired by Thrive Protocol in Aug 2026.

Polygon Labs

June 2022 - Feb 2026

DAO BD & Treasury Governance

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

BanklessDAO

June 2021 - Feb 2023

Governance Solution Engineer

- Core contributor in OpsGuild and co-author of the Sobol Cartographer program.
- Cofounded FRAG Stack, a decentralized, incentive-aligned frontend stack using Radicle and IPFS.
- Cofounded the Project Management Guild and Modern Agilist Podcast.
- 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).
- Reorganized delivery into cross-functional teams and specialty tribes.
- Founded the Agile Working Group and MyUPMC University.
- Authored the MyUPMC Agility Handbook and delivery metrics framework.

Highmark

June 2018 - Oct 2018

Program IT Team Manager

- Formed four new scrum teams supporting an enterprise CMS migration.
- Introduced ETL-driven migration strategies that improved speed and data quality.
- Established cross-team coordination mechanisms and executive transparency.

Fraction Software

Oct 2016 - Present

Blockchain Consultant

- Advisor to organizations exploring blockchain, Ethereum, and decentralized architectures.
- Provide feasibility analysis, platform selection, and smart contract constraint modeling.
- Translate complex Web3 concepts for executives and non-technical stakeholders.

33 Mile Radius

Jan 2015 - Sep 2016

Product Lead

- Led post-acquisition product integration and roadmap execution.
- Built and managed a small engineering team.
- Migrated a local application to a containerized, cloud-based multi-user platform.
- Delivered executive dashboards covering analytics and revenue.

Sherwin-Williams

June 2014 - Jan 2015

Developer

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

Truth for Life

Mar 2013 - Jan 2014

Developer

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

Sherwin-Williams

July 2011 - Jan 2013

Developer

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

EDUCATION

WGU

2025 - Present

Computer Science w/ AI Focus - Masters Program

Stark State College

2009 - 2011

Computer Programming and Database Design - Associate's Degree, Graduated with academic distinction

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