

Michael Stahnke

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Executive Summary

Technology executive and product strategist with 15+ years leading engineering and product organizations through growth and market expansion. Experienced in shaping technology vision, building high-performing global teams, and aligning product strategy with business outcomes. Industry-recognized leader in DevOps and platform engineering; frequent keynote speaker and co-author of the *State of DevOps Report (2018–21)*.

Selected Achievements

- **Scaled CircleCI's engineering to 250+ engineers globally**, steering platform strategy that enabled enterprise adoption and revenue growth.
 - **Transformed Flox from tech-first to user-centric product engineering team**, serving as interim Head of Product in addition to running engineering to define roadmap, validate features, and drive adoption.
 - Guided **Puppet Enterprise (90%+ of revenue)** through multiple product evolutions while maintaining strong open-source community engagement.
 - Authored the **State of DevOps Report (2018–21)**, shaping industry thinking and adoption of DevOps practices.
 - Frequent keynote speaker at global technology and leadership conferences (DevOpsDays, OSCON, Red Hat Summit, CTO CraftCon).
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Executive Experience

VP of Engineering / Head of Product | Flox | 2023 – Present

Series B startup reinventing the SDLC with Nix.

- Doubled engineering team size and rebuilt org around customer value delivery.
- Served as interim Head of Product: defined roadmap, conducted user research, authored specifications, and drove feature adoption that positioned Flox for enterprise readiness.
- Partnered with founders to align product vision with engineering strategy, balancing innovation and reliability to accelerate go-to-market.
- Worked to build GTM motion of Product Led and Direct Enterprise Sales experimenting to find and hone adoption, activation, and conversion moments in the buyer journey.

- Interim Head of Marketing for a quarter where changes I made increased sign-ups by 116% quarter over quarter.

VP of Engineering | CircleCI | 2019 – 2022

Global CI/CD SaaS platform used by thousands of enterprises.

- Expanded engineering from 9 → 250 across 9 countries (3 regions), building functions in platform, security, reliability, developer productivity, and more.
- Directed platform strategy that improved enterprise adoption, scaling CircleCI into a market leader in CI/CD.
- Increased gross margin from **<58% to >68%** through architectural innovation and vendor negotiation, enabling sustainable growth.
- Improved platform availability (99.1% → 99.8%), strengthening customer trust and expanding enterprise footprint.
- Managed **> \$60 million** budget for payroll, tools, and cloud spend.

Sr. Director / Director of Engineering | Puppet | 2011 – 2018

Enterprise automation leader.

- Owned development of Puppet Enterprise, representing 90%+ of revenue.
- Built and scaled Site Reliability and Platform Engineering organizations to accelerate product delivery.
- Advanced product release model, shifting to continuous delivery practices, even for on-prem delivered software
- Co-authored early editions of the *State of DevOps Report*, solidifying Puppet's thought leadership position.
- Drove convergence of Enterprise and Open Source Packaging/Delivery to allow for easier upsell to open source users.

Caterpillar Inc. | Infrastructure Leadership Roles | 2002 – 2011

- Delivered automation, security, compliance, resilience, and disaster recovery practices for Caterpillar world-wide.

Industry Influence

- **Open Source:** Founding member of EPEL (Extra Packages for Enterprise Linux); Fedora maintainer (100+ Ruby-related packages).
- **Author:** *Pro OpenSSH* (Apress, 2005); *State of DevOps Report* (2018–21).
- **Speaker:** Frequent keynote speaker at major industry conferences: DevOpsDays, OSCON, Velocity, CTO CraftCon, Red Hat Summit, and more.
- **Organizer:** DevOpsDays Madison (2016–17), PuppetConf (2012–18).
- Willing to organize Karaoke at most events.

Education

B.S., Computer Science – Ball State University

