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| **J. Stephen Riley** | linkedin.com/in/jstephenriley  Redmond, WA 98053  (206) 683-2560  jstephen.riley@yahoo.com |
| ***Leader, Builder, Innovator*** |  |

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| **Senior Director of Engineering** |
| **Inspirational Leader  Hard-core Technologist  Strategic Planner  Mentor** |
| *“A leader is best when people barely know he exists; when his work is done,  his aim fulfilled, they will say: we did it ourselves.” – Lao Tzu* |

Proud technology leader who builds teams that outperform peers and builds products and technology that defy customers’ expectations. I put the TECH in technical leader. Continuously improve my people and myself, leading to ever-growing capabilities and customer satisfaction. Specialize in building high-performing teams, architecting innovative technology solutions, and growing and mentoring developers.

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| **Executive Summary** | |
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| **People Leader and Technology Innovator– Envisioning the Future & Bringing Teams There** | **Reduced customer fulfillment time by 95%** by unifying application suite provisioning, delivering apps in minutes instead of days  **Won 2 NSF grants for text-to-GIS AI research**, providing $1.5M in non-dilutive funding to an early stage startup  **Reduced legacy SaaS code base by 93%** (1.1 MLOC) by re-architecting to a microservice-based, data-driven system  **Quadrupled release rate** by transforming a struggling department into an innovative, predictable engineering machine  **Undercut competitors’ product costs by 65%** for a global "video jukebox" platform through innovative hardware and software design  **Increased MTBF by 720x** of a concept malware detection system, going from concept to production in two months  **Built the first web API for Wall Street** |

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| **Professional Narrative** |

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| **Sr. Director, Engineering – Shared Services** |
| Apptio, Inc. **** Bellevue, WA 2017 to 2019 |
| *A $160M fintech company that develops Technology Business Management SaaS apps.* |
| I ran the Shared Services engineering department, delivering a range of software and operational services to Apptio's engineering teams, including SSO integration, user management, AWS GovCloud operations, and DevOps systems. |
| ***Key Achievements:***   * Maintained the highest uptime of any services in the company. * Reduced application suite provisioning time an average of 95% through workflow automation * Trained and advised all product teams on L10N and I18N * Advised Engineering on GDPR and other international data protection regulations |

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| **Co-founder + CTO, Board member** |
| Stabilitas.io **** Seattle, WA 2014 to 2017 |
| *An innovative start-up that provides global AI-generated security notifications and location services.* |
| Personally recruited to help build a cloud-scale physical security solution. Leveraging a unique skillset of security, military planning, and technology, I built a development team to disrupt the physical security market. I built the 1.0 platform, then hired and led a team to scale the business. |
| ***Key Achievements:***   * Selected for Techstars Cloud 2015—less than 1% of the 1200 applicants were accepted. * Won the business of Fortune 500 companies with only 9 people. * Architected and lead the implementation of a cloud-native, highly available system focused on the near-real-time distribution of safety information and events. * Won two National Science Foundation grants for developing natural language processing (NLP) tech to extract GIS data from newspaper articles. |

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| **Head of Next-Gen Technologies** |
| Avalara **** Seattle, WA 2012 to 2014 |
| *A $270M sales tax compliance company that offers SaaS apps and Web APIs to SMB and enterprise.* |
| Selected to execute a technology turnaround. Rearchitected a 10-year old, brittle system as a cloud-scale, data-driven engine only a fraction of the original size. Along the way, taught the organization how to efficiently spec systems and drive engineering teams to maximum performance. Set Avalara up to handle the anticipated 100x business growth from the Marketplace Fairness Act. |
| ***Key Achievements:***   * Reorganized 100+ Engineering department from a siloed product organization into a cohesive platform organization. * Re-introduced Product Management discipline, providing clear product roadmaps and direction for the Engineering team. * Introduced cloud-scale engineering processes, enabling rapid, on-demand scaling of systems. * Hired and led team to build next-gen tax compliance product that ran twice as fast, scaled 1000x as large, and was only 7.5% the size of the legacy system. |

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| **Vice President of Engineering** |
| PlayNetwork, Inc. **** Redmond, WA 2009 to 2012 |
| *An $85M provider of in-store entertainment for retail, restaurant, and hospitality environments.* |
| Hired to turn around a struggling technology department. Introduced careful requirements and design processes, economic prioritization, and Product Management discipline that ultimately quadrupled product release rates and energized the teams to deliver quality innovation. |
| ***Key Achievements:***   * Reorganized department along product lines, mentoring three new managers along the way. * Delivered a “video jukebox” product that undercut competitors’ offerings by 65%. * Instituted 6-week release cycles for internal tools and infrastructure, improving quality and building customer confidence. * Managed international expansion of licensing and PRO reporting database of ~1M songs |

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| **Other Experience** |

**Washington Army National Guard / Major of Armor (Operations)**

Served in numerous positions of increasing responsibility, from leading a platoon of 31 Scouts to planning operations of 3500+ Soldiers. Decorated veteran of Operation Iraqi Freedom and the 2015 Washington State Wildfires. Expert in the operations process and maneuver tactics. Currently assigned to the 205th Regional Training institute, planning training operations for 15 States.

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| **Academic** |

Master of Software Engineering, Seattle University 2007

BS of Computer Engineering, Milwaukee School of Engineering 2007