

Thomas Lockney

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Technology leader, team builder, and engineer/architect with experience managing large product groups, multiple teams of managers and staff+ engineers, and building strong partnerships across the business.

Highlights

- Developed technical strategy and led engineering for HubSpot's external developer platform, providing essential developer capabilities: API tooling and SDKs, serverless function hosting; React based UI extensibility, and CLI and project tooling.
- Led the development of a communications platform responsible for over \$250m in attributable revenue at Nike.
- Led development of Nike's activity tracking backend for Nike Run Club and Nike Training Club apps. This work also included migration from older monolithic system to an AWS based ecosystem of microservices.

Experience

HubSpot

Engineering Group Lead, External Developer Platform June 2021-June 2024

The focus of this work was providing external developers with a world-class platform, empowering partners and developers to solve problems for our customers. Scope included SDKs, API tooling, OAuth, webhook and serverless platforms, CLI and Github integration, and many other capabilities. Key deliverables in this role included: shipping UI extensibility powered by React and serverless technology; overhauling the developer experience; promoting platform centric thinking across the business; and building out a team of 45+ engineers, including a bench of 4 staff engineers.

Nike

Sr. Engineering Manager, Nike+ Platform & Nike Communications Platform Feb 2014 - June 2021

Led a multi-team effort to develop a unified, near real-time communication platform designed to handle 30+ personalized multi-channel (email, push, SMS) messages per hour. Managed three teams directly, handling the core coordination architecture and administrative UI, while collaborating closely with a wide range of cross-organizational stakeholders.

Prior to that, managed teams of engineers responsible for the Nike+ Activity Services and Partner Services platforms. This system handled all ingress activity data from the Nike Run Club and Nike Training Club apps. This was initially begun to migrate off of a legacy monolithic architecture onto AWS based microservices and was one of the earliest uses of CI/CD at Nike.

Established the Nike Tech Talk speaker series, multiple internal user groups and engineering forums, and managed Nike's open source program.

Janrain, Inc.

Engineering Lead, Architect Feb 2013 - Jan 2014

Enhanced Janrain's identity management platform through development of a plugin architecture. Developed strategy for new project initiatives within engineering, from initial bootstrap, consistent and reproducible builds, to complete deployment and production release processes. Focused on building a mature engineering culture dedicated to evolutionary growth. Guidance and mentoring of teams on technology choices and appropriate systems architecture.

Cisco / ClearAccess (acquired by Cisco)

Senior Software Engineer Nov 2011 - Jan 2013

Prototyped an Akka based server backend for handling server to device communication. Designed a Scala & Akka based load testing/simulation tool that can handle simulation of real-world load from a large (1-40 million) device population. Development of core configuration management software.

Simple

Senior Software Engineer Aug 2010 - Oct 2011

Designed back-end account reconciliation system and integration with transaction processing partner.

TriActive, Inc.

Senior Software Engineer Oct 2004 - Aug 2010

Designed and implemented highly scalable system for managing remote agents. Led the implementation of a complete UI overhaul. Worked with the rest of the engineering team to improve our overall engineering practices, infrastructure, and technology stack.

Esoterix

Senior Software Engineer May 2001 - Oct 2004

Led the development of patient, order, and report management systems for clinical lab management system. Led development on component modules of a clinical trials data management system. Advised on implementation of server infrastructure, integration of better build practices, and better use of technologies to ease development.