

# Thomas Lockney

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## Executive Summary

- Technology leader, team builder, engineer, and architect with experience managing mature product engineering groups, multiple teams of managers and staff+ engineers, and building strong partnerships across the business.
- Led engineering organization and technical strategy 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 system powering the Nike Run Club and Nike Training Club apps, managing over 1.2 billion activities.
- Led teams through adoption of DevOps practices and mindset at Nike, enabling frequent deploys, faster MTTR, and significantly higher availability.
- Managed Developer Advocacy efforts at Nike, including the Nike Open Source program, internal and external blogs, engineering forums, and the Nike Tech Talk series.

## Experience

### **HubSpot Engineering Group Lead, External Developer Platform** June 2021-June 2024

Led engineering group responsible for HubSpot's external developer capabilities empowering partners and external developers with top-tier capabilities such as SDKs, API tooling, and serverless function hosting.

Key achievements:

- Built and led a group 10+ teams composed of 45+ engineers, 4 staff engineers, 2 managers/engineering leads, and 8 tech leads.
- Delivered React based UI extensibility and serverless technology platform, improving the developer experience and driving increased customer MRR, along with 25% growth in deals created, 48% growth in deals won.
- Promoted platform-centric thinking across the business, enhancing integration and collaboration.

### **Nike Engineering Group Lead, Nike Communications Platform** 2018 - June 2021

Led a cross-org effort to develop a digital communication platform meant to replace numerous disparate, third-party vendor systems tools and simplify day-to-day workflow for marketing teams. Key achievements:

- Achieved target of 30M+ personalized, multi-channel messages per hour ahead of schedule.
- Managed multiple teams and managers, focused on core architecture and UI efforts.
- Established collaborative, cross-team structure to enable fast and efficient execution towards organizational goals.

### **Nike Sr. Engineering Manager, Nike+ Platform** Feb 2014 - 2018

Managed engineering teams responsible for the Nike+ Activity and Partner platforms. Key achievements:

- Led and architected activity data migration from legacy platform, running both systems side-by-side while not detrimentally impacting legacy system.
- Managed teams owning dozens of AWS based microservices responsible for all ingress workout data from Nike Run Club and Training Club apps, as well as data aggregation, personalization, and partner API services. These systems managed over 1.2 billion activities and a decade of data.
- Built a resilient, reactive platform able to handle very widely varying bursts of activity while keeping costs at a minimum.
- Established DevOps practices such as continuous delivery, infrastructure automation, observability, code and design reviews.
- Collaborated closely with Cloud Engineering and Production Support teams, eventually leading to creation of the first SRE teams at Nike.
- Served as a driver of both internal and external developer advocacy efforts, creating the Nike Tech Talk speaker series, and managing multiple internal user groups and engineering forums, as well as Nike's open source program.

#### **Janrain Architect / Engineering Lead** Feb 2013 - Jan 2014

Led development and architecture efforts to further enable Janrain's engineering teams. Key achievements:

- Developed distributed extension architecture for the Janrain identity management platform.
- 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 through guidance and mentoring on technology choices and appropriate systems architecture.

#### **Cisco / ClearAccess (acquired by Cisco) Senior Software Engineer** Nov 2011 - Jan 2013

Developed broadband modem management software based on the TR-069 protocol. Prototyped event-based, asynchronous architecture. Developed a testing tool to simulate real-world loads from a very large device population.

#### **Simple Senior Software Engineer** Aug 2010 - Oct 2011

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

#### **TriActive Senior Software Engineer** Oct 2004 - Aug 2010

Designed and implemented scalable system for managing remote agents. Led implementation of a complete UI overhaul. Worked with engineering teams 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 components of a clinical lab and clinical trials data management systems. Advised on implementation of server infrastructure, integration of better build practices, and more effective use of technologies to ease development.