

# Theisen Sanders

*pronounced: TIE-sen*

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## SUMMARY

Engineering leader with 14+ years of experience building reliable, full-stack systems and supporting teams through growth and change. Comfortable owning architecture and driving technical direction across teams and org boundaries.

## EXPERIENCE

### Workiva, Inc.

Nov 2011 – Present

*SaaS platform for connected financial, regulatory, and sustainability reporting with over 6,000 enterprise customers worldwide.*

#### Director of Engineering – Chicago, IL

Oct 2025 – Present

- Directing multiple engineering teams to deliver Workiva's carbon accounting and sustainability reporting product vision
- Leading Claude Code rollout, building an internal community and best practices for AI-assisted development

#### Senior Engineering Manager – Chicago, IL

Nov 2022 – Oct 2025

- Led two growth teams to launch Workiva's fit-for-purpose sustainability solution, growing to 720 customers in 2 years
- Doubled team size in 10 months by streamlining recruiting, hiring, and onboarding
- Ran an initiative that improved engineers' support response and resolution times, earning a seat on the org-wide training committee
- Designed, built, and shipped a public REST API, opening the platform to partners and more customer workflows
- Mentored direct reports, with 8 earning promotions under my leadership

#### Engineering Manager – Amsterdam, NL

Aug 2019 – Nov 2022

- Started Workiva's first EU engineering team to drive EMEA expansion
- Designed, patented, and shipped a multilingual document-collaboration tool
- Developed a Go i18n library (and compiled to JS via GopherJS) to share logic across the stack, enabling consistent CLDR-based formatting and localization
- Launched the Workiva Marketplace for distribution of pre-built, installable artifacts
- Hired and mentored a diverse team, built a succession plan, and transitioned leadership successfully before returning to the U.S.

#### Senior Software Engineer – Denver, CO

Aug 2016 – May 2019

- Served as tech lead for a GRC product line team, making key architecture and design decisions
- Built and maintained a web service on our in-house graph DB to support client-facing apps; used and extended by multiple teams
- Automated build and test pipelines with Docker; reviewed code changes for security issues

- Partnered with Microsoft engineers to integrate Microsoft 365 for the web (Office Online) into the platform

**Software Engineer** – Boulder, CO Jan 2013 – Aug 2016

- Built a multithreaded notification system with high throughput and intelligent bundling to reduce noise and improve UX
- Led design and implementation of Workiva's first mobile-friendly SPA (AngularJS), covering both UX and engineering; ran with minimal upkeep until 2023
- Built rapid, live-data prototypes for UX testing in customer accounts, enabling feedback on real workflows while avoiding lasting production changes

**Quality Test Engineer Intern** – Ames, IA Nov 2011 – Jan 2013

- Identified and tracked software bugs through meticulous testing and clear feedback
- Built a Selenium framework that let non-developers write and run functional tests

## SIDE PROJECTS

**Cove Teams, Inc.** Oct 2024 – Present

*Early-stage startup developing software to improve pediatric therapy outcomes for developmentally delayed children. Inspired by my nephew, Liam.*

**Founder & Chief Technology Officer** – Chicago, IL

- Lead technical strategy for an AI-driven pediatric therapy platform that frees clinicians to focus on care
- Architected and shipped a HIPAA-compliant web application
- Built a cross-platform mobile app for Android & iOS (Flutter)
- Implemented a media pipeline that ingests, processes, and analyzes images and video

## PATENTS

*Systems and Methods for Translation Comments Flowback* May 2023  
US20230123555A1

- Built a machine translation workflow for multi-language document reviews
- Anchored translations to source text and surfaced reviewer feedback in the original document

## EDUCATION

*Bachelor of Science in Computer Science* Aug 2010 – Dec 2013  
Iowa State University – Ames, IA

## TECHNICAL SKILLS

### *Languages*

Go, Python, Dart, TypeScript, Kotlin/Java

### *Cloud & DevOps*

AWS, Docker, Kubernetes, GitHub Actions

### *Data & ML*

PostgreSQL, Graph DBs, BigQuery, RAG / Vector DBs, LLMs

### *APIs & Messaging*

OpenAPI, GraphQL, gRPC, Kafka, SQS

### *Frontend & Testing*

React, Flutter, Tailwind CSS, Material UI, Playwright, Vitest, HTMX

### *Observability*

Prometheus, Grafana, OpenTelemetry, Splunk, Datadog