

INFORMATION TECHNOLOGY EXECUTIVE

CTO / CIO / COO

14 years of technology leadership and 25+ years of gathered experience in software development, infrastructure, and security technologies. Proficient in strategically and cost effectively aligning both business and IT goals. Passionate technologist that is skilled at grasping the big picture, conceptualizing, developing, and implementing solutions while closely partnering with business leaders. Consistently improves delivery times and service levels while reducing costs. Adept at building high performance teams that meet and exceed company objectives. Proven areas of expertise and know-how:

- IT Strategy & Execution
- Cloud, Virtualization, Serverless
- SaaS Product Development
- Artificial Intelligence & ML
- Acquisition Preparedness & Execution
- IT Policies & Procedures
- SOC, HIPAA, HITRUST, PCI, GDPR
- Healthcare, FHIR, EHR Domain
- Project & Program Management
- Team Building & Mentorship
- Contracts & Vendor Management
- SLA & OLA Management
- SDLC Management
- Security Policy Frameworks
- Remote Team Management
- IT Governance (ITIL)
- Infrastructure & Networking
- Business Continuity & DR

EXECUTIVE HIGHLIGHTS

- Proven track record of restructuring the products, processes, and intellectual property of tech companies to create an attractive acquisition target or funding story. This has resulted in funding and profitable exits for 4 separate founder/equity groups.
- Spearheaded the technical strategy and R&D of a startup company from the ground, through multiple rounds of funding, to \$165 million in annual revenue, while maintaining 40% margins.
- Managed the development and maintenance of high throughput, programmatic, digital marketing platforms that have maintained 99.99% uptime while operating 24 x 7.
- Directed the development and operation of an e-commerce marketplace that boasted 175M req/month and \$1.1B /yr. in processed revenue for the clients.

LEADERSHIP CHRONOLOGY

LIMBER HEALTH (acquired by Net Health)

9/2021 – Present

CTO

Limber Health is built to empower Physical Therapists and Physicians to augment in-clinic patient care with at-home support through digital technology, outcomes tracking, data analytics, remote therapeutic monitoring (RTM), and value-based care models. Responsible for the Product, Development, Data Analytics, Infrastructure, Tech Support, and Security. The platform includes 3 web apps, 2 mobile apps, and a microservices API developed using React, Node.js, Lambda, React Native, PostgreSQL, GraphQL.

Proud of:

- Launched new v3 platform with Enterprise customer, 2-way EHR integration w/ SSO, 11K providers, 362K patients/year, 1K+ locations
- 310% increase in annual recurring revenue (ARR) from Q3-22 to Q3-23 in response to new product releases and better interoperability
- Secured Series A and Series B funding through a compelling financial, product and execution data
- Transitioned from a vendor led development team to a ground-up remote internal team with a mix of US and International members.

- Built a Computer Vision platform for 3D, 32-point position tracking for clinical functional tests and real-time exercise feedback using TensorFlow and BlazePose
- Used Agentic AI to increase provider/patient engagement effectiveness and ratios
- Used Adaptive AI to predict patient disengagement and future decrease in outcomes quality
- Used AI voice to replicate and replace a human voice actor for producing dynamic patient instructions and feedback
- Launched customer facing BI platform and data warehouse embedded in our web and mobile applications
- Converted platform to event-based architecture, reducing code complexity, dependencies, and improving interoperability with our integration services

EMOCHA MOBILE HEALTH (now Scene Health)

6/2019 – 9/2021

CTO

Emocha improves medication adherence using video technology, data, and human engagement. Emocha leverages a CDC-endorsed model called Directly Observed Therapy (DOT) where healthcare workers watch patients take every dose of medication, monitor side effects, and provide critical patient engagement.

Responsible for the Development, Product, Data Engineering, QA, DevOps, Infrastructure, Tech Support, Security, and Compliance teams. The Product line includes 2 single-page apps, 3 mobile apps, and a microservices API developed using React.js, Node.js, Lambda, React Native, PostgreSQL, RedShift, Domo, GraphQL, Twilio, SendGrid.

Proud of:

- 55% increase in annual recurring revenue (ARR) from 2019 to 2020 in response to new product release
- Captured Series A Funding supported by strong revenue increase, product advancement, and roadmap
- 3-point improvement in average adherence rates to 97% through new predictive engagement features
- 62% decrease in enrollment abandonment through SSO integration
- Achieved a 1st year externally shareable SOC 2 Type 2 report
- Grew tech team by 300% while maintaining a flat defect rate and sprint completion percentage
- Increased addressable market through EMR integration platform partnership
- Grew end-user base 16x without changing architecture and while reducing cloud spend by 15%.
- Won Ostendio Trust Network Award for Cybersecurity and Compliance Excellence

A2Z Inc. (acquired by Personify Corp)

7/2016 – 6/2019

VP of Technology

Personify Corp is a multinational organization united by a singular purpose: to empower organizations by connecting and engaging their clients, customers, and constituents like never before. a2z Events by Personify powers more than 700 events and over 25% of the Top 200 shows every year.

Reporting to the CEO. Led all strategic and operational teams for the industry leading, event/expo management solution. Responsibilities for this Cloud-based SaaS product included Research & Development, Quality Assurance, Security, Compliance, Infrastructure, and Technical Operations.

Proud of:

- Replatformed & rearchitected a mature product from traditional, dedicated, datacenter virtualization to public cloud technology (AWS) and architecture. The new platform was able to make use of serverless (Lambda), container (Docker), microservice, non-relational database patterns.
- Executed on initiatives to achieve SOC & GDPR compliance alongside our publicly traded partners.
- Created and implemented the companies first virtual NOC. The NOC's capabilities included centralized log/event/metric collection, real-time and historic data visualization, monitoring, alerting, and active mitigation. (EFK Stack, Grafana, CloudWatch, Lambda)
- 95.4% customer retention, 73 Net Promoter Score
- Average 4.7/4.6 (iOS, Android) mobile app scores across 100,000+ ratings
- Maintained 99.99% uptime

CTO (1/2015 – 6/2016)

VP of Engineering (12/2012 – 1/2015)

Director of Technology (11/2011 – 12/2012)

DoublePositive is the leader in performance-based online marketing. With a scalable suite of marketing tools that connects you to your customer, DoublePositive widens your sales funnel, and turns more prospects into purchasers.

Served as technology head in partnership with executive leadership, business units and functional leaders. Responsible for project management, product development, architecture, integration, documentation, technical operations, infrastructure, R&D, interfaces, and business intelligence/data analytics/reporting.

Proud of:

- Drove process changes utilizing SCRUM Agile SDLC methodologies that led to a more efficient and responsive software development team. This resulted in a 34% higher project velocity.
- Implemented a quality control infrastructure and pattern that reduced the post deployment defect rate by 27% while maintaining velocity.
- Managed the development, delivery and support of a programmatic advertising suite which included cloud-based Ad Servers, RTB engines, data warehousing and analytics. The resulting platform participated in ~1.2B auctions/day with sub 30ms response times on Google ADX and numerous Demand-side Platform integrations. The system was developed utilizing AWS (EC2, ElastiCache, Elastic MapReduce and DynamoDB), C#, Hadoop, Hive, protobuf.
- Managed the implementation, development, and support of a scalable and fault tolerant inbound/outbound dialer. The system was tightly integrated with the Lead Workflow platform and placed 1.9M dials/month and connected for 1.5M minutes/month. The architecture was developed using Asterisk, FreeSwitch, C#, PHP, clustered MySQL (Percona), Twilio (IVR) and VOIP Monitor.

EARLY CAREER

DOUBLEPOSITIVE MARKETING	Sr. Solutions Architect	BANK OF AMERICA	Software Developer
STOUT, CAUSEY CONSULTING	Sr. Programmer	IBM	Systems Administrator
LOCKHEED-MARTIN	Sr. Developer		Regional IT Specialist

EDUCATION

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY Mechanical Engineering (1992 - 1997)	BALTIMORE POLYTECHNIC INSTITUTE Advanced Engineering Program (1988 - 1992)
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AWARDS & HONORS

- Executive of the Year 2020 (Baltimore Business Journal "Best in Tech Awards")
- CTO of the Year Finalist 2019 (Technical.ly)
- Top Gun Engineer (MBNA Corp)
- Pratt Engineering Scholarship (Virginia Tech)
- National Hispanic Scholarship (Virginia Tech)
- Ostendio Trust Network Award for Cybersecurity and Compliance Excellence