Tucker Bradford

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Vice President of Engineering

An executive-level **engineering leader** and **team-builder,** I'm proud to have most recently created a culture that was awarded an **Inc. "Best Places to Work"** award in 2023. Building on a 25-year career in technology and software, I define myself as a **servant leader**, expert **collaborator**, and an **empathetic** being, who is able to connect and collaborate with diverse stakeholders. I have demonstrated success managing product roadmaps, enhancing team performance, and driving operational efficiencies while maintaining an empowered team dynamic.

WORK EXPERIENCE

Copia • San Francisco Bay Area   06/2021 - 11/2023
Vice President Of Engineering

- Inspired, nurtured, and led, five interdisciplinary teams for Copia, resulting in Inc Best Places to Work 2023 award.
- Owned technical relationships with customers including Cheesecake Factory; Sutter Health; 1 Hotel.
- Delivered FY21 Roadmap goals within 6 months of hire.
- Reduced customer onboarding time by ~80% through the successful launch of SASS App in just 6 months.
- Increased team size by 100% in first year, resulting in improved productivity and timely completion of projects.
- Streamlined engineering processes, resulting in 50% increase in efficiency, aligning with Copia's Mission and Vision statements
- Enhanced COPIA's intellectual property portfolio by identifying and introducing new IP worth $1 million annually, leading to increased competitiveness in the market.
- Coached team members on professional development to build a fast-growing, high-caliber team and drive a culture of excellence.
- Identified, tracked and marketed Social Impact metrics, yielding a marked increase in customer satisfaction and trust.
- Provided vision, strategic, and tactical direction as a member of the leadership team.
- Led a multidisciplinary division comprised of Engineering, Product, DevOps, Quality Assurance, and Technical Program Management teams, as well as a robust internship program.
- Stack: Kotlin, React/Native, DynamoDB, AWS, Node, Reds, Elasticsearch

Intellum • Atlanta, GA   01/2018 - 06/2021
Director of Client Engineering

- Achieved rapid promotion to Director of Client Engineering within six months, reflecting leadership excellence.
- Owned technical relationships with brands including: Amazon; Alphabet; Meta; Pinterest; Titlest.
- Fostered visionary leadership in Client Engineering, implementing Agile methodologies to enhance team performance.
- Oversaw hiring, career planning, training, and performance reviews, ensuring team growth, happiness, and efficiency.
- Managed technical debt strategically to optimize operational efficiency.
- Won new business (in conjunction with Sales and Success) from Amazon, Meta, and X amounting to ~20% of total ARR.
- Built a custom engineering analytics dashboard using Github's GraphQL API. This tool provided valuable insights to metrics of concern to engineering leadership.
- Directed Engineering, DevOps, and Data Science teams

Rails Engineer • Full-time
- Stack: Ruby on Rails, AWS/GCP, Postgres, Redis, React, Jenkins, Spinnaker,
- Built and maintained the best in class LMS system (Exceed)

s/v Convivia • Brisbane, Australia   10/2011 - 06/2019
Captain
- Elected Admiral of the Pacific Puddle Jump Fleet 2011 (roughly 140 boats), Project management, extreme environments, meteorology, navigation, marine electrical, fiberglass repair, team building.
- Sailed around the world, from San Francisco to Portland Maine with my wife and 2 children.
- K-9 Education of my two children.
- Led a D&D campaign over single sideband radio (HAM) with kids on 4 boats , spread out over ~500 nautical miles.
- Extensive blogging (over 600 posts) on https://forgeover.com/
- Project Managed a 9-month refit in a Malaysian boatyard (learned and forgot Bahasa Malay). Came in significantly under budget.

White Crow • Brisbane, AU   01/2013 - 07/2015
CTO • Full-time
- Directed strategic IT initiatives for the "Rise of the EcoWarriors" film and related projects.
- Developed e-learning solutions for major clients, enhancing educational and environmental awareness.
- Designed a crowd-funding web architecture focusing on rain forest conservation.
- Skills: Ruby on Rails, Javascript, stakeholder engagement and management, talent acquisition and management, Instructional Design, Curriculum

SETI Institute • Mountain View, CA   11/2000 - 10/2011
Director of Information Technology, Security, & Facilities
- 2000 Established the SETI Institute's IT Department. Drafted, justified, and executed (to ± 3%) first budget. Established policies, procedures and ethos. Hired and trained staff.
- 2002 Designed and implemented network and security infrastructure for the Allen Telescope Array in northern California. Won buy in from the oversight committee which consisted of representatives from the Allen Foundation, UC Berkeley, and the SETI Institute.
- Invited to join NASA's NAI IT Working Group. Continued to serve as a mentor and participant through present date.
- 2004 Secured donations equalling $172,000 towards our capital campaign and over a half million in in-kind donations.
- 2006 Promoted to Senior Management following my significant contribution in the negotiation of the "Space Act Agreement" between SETI and NASA.
- 2009-10 Re-architected the Institute's IT infrastructure in preparation for FY10 relocation. Acquired donations of new servers, coordinated deployment and designed the network architecture
- Project Manager for the SETI Institute's relocation to a new 40,000 sq ft facility. Organized and managed a matrix team that identified, designed, and renovated a warm shell into a full service scientific research headquarters.

RateXchange • San Francisco, CA   10/1999 - 11/2000
Software Operations Manager
- Promoted from Senior Unix Engineer to Software Operations Manager after six months
- Specified and implemented RateXchange's enitre LAN/WAN architecture including bandwidth, servers, desktops, firewalls, and collocation.
- Specified and implemented high availability and e-commerce services

Stanford University • Palo Alto, CA   01/1998 - 01/1999
C.I.T ANALYST, ACTING WEBMASTER
- Piloted Stanford University's Disaster Recovery Program
- Took over management of the University's website
- Developed an online system for electronic access to bill and card balances that required an automatic database translation and inter-departmental communication

EDUCATION

Supervised Machine Learning: Regression and Classification Certification
Stanford University Online   01/2024 - 04/2024

CERTIFICATIONS

React in Redux, and GraphQL Bootcamp   12/2019 - 01/2020
React GraphQL Academy

SKILLS

Core Competencies: 15 Years of software development experience, 20 Years in a leadership position, Ability to prioritize a multitude of concerns, Accountability, Agile Project Management, Analytics tools, Attracting, retaining, and motivating top talent, Bias towards action, Broad experience with leading frameworks, Budgeting, Building strong culture, Building strong stakeholder partnerships, Business acumen, Career Development and Motivation, Change agent, Change management, Cloud Infrastructure (AWS, GCP, DigitalOcean), Coaching and mentoring high-performing teams, Coaching and Mentorship, Code review, Collaboration, Collaboration Tools, Compassion, Creating technical guides and documentation, Creativity, Cultivating alignment, Curiosity, Data driven decision making, Data Governance, Delighting external stakeholders, Developing and executing on technical vision and roadmaps, Developing and executing strategic roadmaps, Development and delivery of the technical roadmap at many scales, Dev tools, Emotional Intelligence, Empathetic servant leader, Enabling rapid growth, Engendering Cooperation, Engineering Management, Establishing and iterating on development processes, Excellent Written and Verbal Communication Skills, Executing complex projects, Executive leadership, Expert at communicating with and managing diverse stakeholders, Facilitating customer satisfaction, Financial Systems, Force multiplier, Forging high-performing teams, Forward-thinking, Gracefully managing multiple projects, Growth Mindset, Humility, Identifying areas for improvement, Implementing best practices informed by industry standards and professional expereince, Improving developer experience, Innovative Solutions, Large scale data management, Leading globally distributed teams, leading recruitment, Managing high-impact projects to success, Managing Project Schedules, Navigating ambiguity, Nurturing and inspiring direct reports, Outstanding team builder, People Management, Player-coach mentality, Preparing for and managing rapid growth, Process Improvement, Product Leadership, Project requirements gathering & scoping, Providing radical candor in performance feedback, Recruiting & retaining top talent, Remote First, Senior leadership, Software development process, Strategy and Vision, Team building, Tenacious problem solver, Vision and Strategy

Role Specific Competencies : Champion of KPIs/OKRs, Collaborative partner, Creating and executing a hiring strategy, Creating and improving CI/CD pipelines, Cross-Functional Collaboration, Efficient budget and resource allocation, Exceptional leadership skills, Humble, Managing managers, Managing Outsourced and Offshore teams, Managing teams with diverse areas of focus, Organizational skills, Performance metrics and management, Product Management, Release Management, Software testing and automation, Strategic Planning

Primary Tech Stack: Docker, DynamoDB, Elasticsearch, git, Github, Github Actions, Grafana, GraphQL APIs, Javascript, Jest, LESS, MySQL, Node.js, NoSQL, PHP, postgis, Postgresql, React.js, React Native, Redis, RESTful APIs, Ruby, Ruby on Rails, Rust, Some Java, Some Kotlin, Some PHP, Typescript