

## Focus

Engineering leader with people management and technical focus in identity systems and security for multi-company, federated compliance supply-chains (zero trust, GRC, lifecycle).

Related interests from extensive work in information retrieval (search, experimentation, ML models), data storage, network infrastructure.

## Context

Leadership of software engineering and cross-functional teams including manager-of-ICs, manager-of-managers, and distinguished engineers in distributed systems environments.

Early-stage startups to large multi-region organizations. Focus on software engineering excellence, scaling high performing engineering teams and building team talent, depth and efficiency.

Biased to be hands-on when the role calls for it. A sampling of tools and technologies I have personally built with in recent projects: AWS, Azure, OAuth, Node.js, LLM Dev Tooling, CosmosDB/No-SQL, C++, C#, Java, PowerShell ...

## Work History

### June 2025 – Present

F5 Networks  
Engineering Manager  
  
PlatSec, PlatCert, CryptoTrust

People and engineering manager for product hardware and software security. Platform cryptography (PQC, PKI, etc), pen-testing, architecture, incidents, certification (NIST, Common Criteria, FIPS, etc).

### June 2019 – June 2025

Microsoft  
Principal Engineering Manager, Architect  
  
Px Security Platform

Identity, Authentication and Authorization platforms (Services, API and UI) for Partner Led products in Azure, Office & Dynamics.

Built and drove security readiness and response (CISO SFI) for partner organization.

Hired managers, ICs. Design to global scale in eight months. Cross-org owner for Px security and risk. 98% reduction in abuse in first year. Reduced incident SLA from six months to six weeks. Developed ML automation.

### November 2011 – June 2019

Tableau Software  
Engineering Manager, Product Leadership  
  
Tableau Public, Tableau Online, Tableau Maps

Hired and led engineering managers and ICs, launched Tableau Online in nine months, expanded Tableau Public scale and traffic by ten times in 22 months.

Hired base map analyst, engineering, render teams, services (design, code, deploy) in ten months.

Led move from Windows to Linux along with cloud scale-out including international regions (privacy, GRC strategy). Security and observability. Reduced intrusive deployments by 97% in first year. Led core architecture and engineering teams.

### June 2006 – November 2011

Microsoft  
Principal Development Manager  
  
Bing Labs, UX Incubation

Incubation for Bing (full stack). Spin-offs: Online Memory, machine learning and task relevance, most launch Bing UI, Visual Search, FB Frame. These projects and others drove 1%+ WW share.

### June 2004 – June 2006

Amazon.com  
Manager/cross-functional  
  
Drop Ship Systems

All third-party fulfillments. Developed the business plan and technology platform that changed the way Amazon markets its services and works with merchants and fulfillers.

### September 1997 – June 2004

Microsoft  
Engineering, Group Manager/cross-functional  
  
Natural User Interface, MSN Search, Internet Explorer on \*nix

SDM for browser and mail on non-Windows \*nix platforms. Built cross-OS compiler front-end, abstraction layer design.

SDM for search engine, data and partners. During my tenure MSN Search became the most popular search engine on the web.

Cross-functional leader for multi-modal engine (patents) built around language understanding. Basis for modern Windows IR technologies. Built ML/AI for local and web search.