

Dave Burton

Engineering Executive | Scaling Global Engineering Organizations
| Cloud & AI Transformation | Platform Strategy | Building High
Performance Teams That Deliver Business Results Austin,
Texas, United States

ummary

Contact

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Top Skills

Executive Leadership

Team Leadership

Leadership

Certifications

Facilitation Skills for Managers and Leaders

Diversity, Inclusion, and Belonging

Claude Code in Action

Difficult Conversations: Talking about Race at Work

Confronting Bias: Thriving Across Our Differences

Honors-Awards

IOCCC 2015 Most Useful

IOCCC 2018 Best One-Liner

IOCCC 2018 Best Abuse of the Rules

IOCCC 2019 Best One-Liner

World Record 300-way

Great engineering organizations don't happen by accident, they are intentionally built.

I am an engineering executive who helps organizations scale teams, modernize platforms, and transform technology investments into measurable business outcomes.

Throughout my career, I have built mission-critical systems, developed engineering leaders, and led global organizations through periods of growth and transformation. My experience spans low-latency systems, distributed platforms, databases, cloud modernization, and enterprise AI initiatives.

I focus on three areas:

- Build: Creating high-performing engineering organizations with strong leaders, clear execution models, and cultures that enable innovation.
- Scale: Growing teams, platforms, and operating models that support increasing customer and business demands.
- Transform: Modernizing technology platforms and applying emerging capabilities such as AI to create measurable value.

Selected impact:

- Led global engineering organizations of 40+ engineers, managers, and directors.
- Delivered cloud-native platforms supporting strategic product modernization.
- Reduced QA costs by more than 50%.

- Improved platform performance by up to 10× and reduced latency by 5×.
- Delivered major platform initiatives ahead of schedule.
- Led enterprise AI integration initiatives.
- Built leadership pipelines resulting in multiple promotions into expanded roles.
- Developed technology supporting high-frequency trading systems representing approximately 5% of total NASDAQ trading volume.

My leadership philosophy is simple: empower talented people, remove obstacles, create clarity, and build environments where teams can consistently deliver exceptional results.

I enjoy connecting with engineering leaders, technology executives, and organizations focused on building scalable teams and transformative technology.

FICO

Executive Director Market Leading Capabilities

May 2024 - June 2026 (2 years 2 months)

Austin, TX

Director of Directors | FICO

Executive Director of Software Engineering leading global engineering organizations responsible for strategic platform modernization, engineering execution, and technology transformation.

- Scaled three global engineering organizations comprising 40+ engineers, managers, and directors by establishing leadership structures, operating rhythms, and execution practices, resulting in

successful delivery of a cloud native C++ platform supporting strategic product modernization.

- Improved engineering hiring effectiveness while eliminating hundreds of annual interview hours by implementing an enterprise-wide interview platform that created a more scalable and consistent talent acquisition process.
- Advanced enterprise AI adoption by leading strategic integration initiatives, enabling engineering teams to accelerate delivery of AI-powered capabilities and customer value.
- Built a high-performing leadership culture by mentoring senior engineers and managers, developing future leaders, and enabling multiple internal promotions into expanded leadership roles.

ServiceNow

Senior Manager, Database Systems

March 2021 - May 2024 (3 years 3 months)

Austin, TX

Senior engineering leader responsible for next-generation database platform development and globally distributed engineering execution.

- Delivered ServiceNow's RaptorDB platform on schedule by leading globally distributed engineering teams across four countries, advancing next generation database capabilities for enterprise customers.
- Accelerated modernization of core database infrastructure by leading architecture strategy and execution efforts two months ahead of schedule, delivering approximately 2× performance improvements.
- Partnered across engineering and product organizations to align technical investments with platform scalability, customer requirements, and business objectives.

infinite io

Manager, Engine and Platform Team

October 2018 - December 2020 (2 years 3 months)

Austin, TX

Engineering manager responsible for platform architecture, team growth, and scalability improvements.

- Grew a distributed engineering team from 3 to 8 engineers while maintaining delivery velocity and establishing foundations for scalable product development.
- Transformed platform architecture by reducing code complexity 37%, increasing throughput 36%, and reducing latency 5×, resulting in improved scalability and stronger customer adoption.
- Increased system capacity 66% through memory optimization, extending platform capabilities and improving infrastructure efficiency.
- Partnered with product and business teams to align engineering investments with customer adoption and revenue growth opportunities.

Charles Schwab

Technical Director - Information Systems Engineering

January 2018 - October 2018 (10 months)

Austin, TX

- Directed Spectre/Meltdown mitigation across 1,000+ servers, dual-site environment with zero business disruption.
- Led cross-functional alignment across 30+ VPs and engineers, improving reliability and delivery.

Micron Technology

Principal Software Engineer

June 2016 - January 2018 (1 year 8 months)

Austin, TX

Technical lead delivering high-performance, low-latency key-value store optimized for NAND flash devices (<http://bit.ly/MicronHSE>) in coordination with a team of 10 principal engineers.

Led development of next-generation storage technology.

- Earned VP Technology Star Award.
- Awarded patent.
- Mentored engineering organization.

Teza Technologies

Platform Engineer

December 2014 - February 2016 (1 year 3 months)

Austin, Texas, United States

- Delivered technical insights to support New York/Austin-based quantitative research and platform engineering firm.
- Drafted order-entry gateways to exchanges while enabling grid deployment through identification/resolution of issues.

RGM Advisors, LLC

Market Data Manager / Architect / Developer

November 2005 - August 2014 (8 years 10 months)

Austin, Texas, United States

Led development of highly innovative and proprietary high-frequency trading software. Facilitated key stakeholders with market data collection, order book creation, and order-to-exchanges delivery (representing 5% of total NASDAQ trading volume) by creating and deploying RGM products.

- Directed and hands-on development of venue data decoders, data analysis programs, and reporting software. Designed and implemented stream-able, recoverable, and high-speed data container file format capable of recording 144 channels of time-series data at a sustained line rate.
- Designed and deployed cache-optimized, minimal footprint, and low-latency equities order book library.
- One direct report, architect of market-data space, advised and counseled engineers, several hundreds of interviews.

IBM

Software Developer IV

January 2005 - November 2005 (11 months)

Austin, Texas, United States

Worked as a consultant within the AIX security level 3 support organization, writing code to solve security and performance problems reported to IBM.

Dallas Thunder, Inferno, Spark,

Skydiver

August 2002 - December 2004 (2 years 5 months)

DFW, Houston, Phoenix, Florida, California, Thailand

Focused on skydiving career in 4 & 8 way, along with world record sized bigway experience. Team Inferno won National Championship 4way Advanced in 2003. Team Thunder competed 4way Open (pro) class. World record holder for 300, 357, and 400 way large formations.

The Kernel Group

Senior Software Developer

February 1993 - July 2002 (9 years 6 months)

Austin, Texas, United States

Programmer working on many varied kernel level drivers and subsystems for AIX. STREAMS expertise; link-level protocol development. Co-creator of Autotrace, a patented tool to automatically instrument and dynamically collect code execution data points.

Tandem Computers

Software Designer IV

April 1992 - February 1993 (11 months)

Austin, Texas, United States

LAPD embedded VMEBus controller and NonStop SVR4 across-the-bus driver.

Pencom Systems

Contract Kernel Programmer

April 1990 - April 1992 (2 years 1 month)

Austin, Texas, United States

Primarily engaged in Porting Mentat streams to AIX 3.2; stream-socket interface; many protocol drivers; represented IBM at OSF/1.1 code review.

Lachman Associates, Inc

Member of Technical Staff

August 1987 - April 1990 (2 years 9 months)

- Ported NFS to SVR3.2; OEM support / maintenance engineer for LAI NFS and TCP reference implementations.
- Many smaller porting projects (BSD command set to 370/386 UNIX SVR2 platform; REX to SVR3.2; others).
- Represented LAI at Connectathon '89.

Electronic Display Technologies

Software Developer

May 1985 - August 1987 (2 years 4 months)

Las Vegas, NV

Developer of first ever Las Vegas Player Tracking System.

- Created a 48-bit numeric type (on a 16/32 bit 80286 CPU)
- Wrote low-level networking code to collect data across a network of IBM PCs
- Created some graphics animation using horizontal retrace interval for CGA

Education

InvitedMBA

Certificate, Business Administration and Management, General · (October 2022 - December 2022)

UCLA Extension

Certificate, Technical Management Program · (March 2022 - March 2022)

University of South Florida Muma College of Business

Certificate, Diversity, Equity, and Inclusion in the Workplace · (March 2021 - June 2021)

Texas A&M University

Computer Science coursework.