

# DAVE BURTON

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## Director of Engineering

Project Management | Full SDLC | Multidisciplinary Team Leadership

A curious, adaptive, and collaborative leader, mentor, and student invested in the growth, well-being, and productivity of his teams.

- A bridge between engineering, management, and customers to translate business needs into technical design.
- Expertise in establishing a productive and collaborative work culture by promoting agile concepts and knowledge sharing.
- Trusted mentor, coach, team leader across organizational boundaries.

### KEY SKILLS AND ABILITIES

- Product Roadmap Creation
- Research and Development (R&D)
- SMP and NUMA Architectures
- Cross-Functional Collaboration
- Strategy Formulation and Execution
- Quality Assurance and Testing
- Mentorship and IC growth
- Stakeholder Management
- Team Building and Leadership
- Lean/Agile/Scrum Methodologies
- Embedded System Development
- Design Thinking and Problem-Solving

### KEY ACCOMPLISHMENTS

- Successfully led international team through acquisition of new product, pivoted development to this acquired company and product, fusing teams into one multi-geographic team.
- Grew teams 3-400%, hiring and firing engineers, expanded from 3 > 8 and 4 > 17 members.
- Implemented innovation, mentorship leadership programs via networking and teamwork in management working groups.
- Headed production and delivery of the company's product to major clients, such as major US movie studios, European bioinformatics research institution, and US research universities.
- Redesigned backplane protocol: decreased LOC 37%, increased throughput 36%, reduced latency 500% (simplicity vs complexity).
- Performance under pressure: 3 world records and 3 national medals in competitive skydiving teams.

### PROFESSIONAL EXPERIENCE

*ServiceNow, Austin, TX / Making work, work better for people with modern digital workflows*

#### Senior Manager, Database Systems

**Mar 2021 – Present**

Led, mentored, coached, advised team of 17 engineers in cross-functional delivery of HTAP database system ahead of schedule; team spans 6 time zones, 10 hours, 4 countries, fully remote. Sustained employee voice scores 17 points above corporate average.

- Mentoring and coaching directors, managers, and engineers via formal programs and ad-hoc relationships.
- Led team through a significant change from original project to a newly acquired company, blended teams, and ignited execution on the new code base.
- Worked with team of managers across organization to create Innovation initiative implemented across organization.
- Improved customer experience by directing database tuning sessions directly addressing customer pain-points.
- Introduced new initiatives spanning employee training, innovation, morale, and quality of work/life balance. Turned around expanded teams Employee's Voice scores from lowest to highest in organization.

*InfiniTelIO, Austin, TX / Software Start-up, NFS Metadata Accelerator, and Cloud Tiering Solution*

#### Manager, Engine and Platform Team

**Oct 2018 – Dec 2020**

Led team of 8 in start-up environment to deliver our high-performance clustered network appliance to worldwide customers on time with rolling updates. InfiniTelIO unfortunately ran out of funding.

- Transitioned the team to work from home model by utilizing Zoom and Slack across different time zones.
- Established formal review process, organized team meetings and 1:1 weekly meetings.
- Promoted SDLC best practices and explored new ideas and approaches around technological solutions.
- Strong customer focus: led design efforts to directly address customer pain-points and deliver a better customer experience:
  - Redesigned backplane protocol: decreased LOC 37%, increased throughput 36%, reduced latency 500%.
  - Reduced memory footprint and increased product's capacity by 66% (from 1.2B files to 2B).

*Charles Schwab, Austin, TX / Marketdata Solutions, Trading Solutions*

**Technical Director**

**Jan 2018 - Oct 2018**

Co-led a multidisciplinary team of 30 software engineers and QA personnel across 3 departments to support market data solutions within the trading area. Delivered effective recommendations to the market data leadership team regarding engineering practice, software design, problem resolution, and new product development.

- Designed a successful mitigation plan for novel Spectre & Meltdown exploits in 1,000+ server datacenter with 2 physical sites, each using blue/green deployment (in collaboration with four departments and respective VPs).
- Led team of 10+ TDs, 3 MDs and VPs in weekly status and technical review.
- Technical Subject Matter Expert (SME) responsible for guiding internal teams/stakeholders on machine architecture and low latency engineering.

*Micron Technologies, Austin, TX / Start-up Producing NAND-Flash Optimized Key/Value Store*

**Principal Software Engineer**

**Jun 2016 - Jan 2018**

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. Participated in routine meetings with peers, engineers, managers, and QA group, providing an entire overview of issues and solutions through tools, graphs, and tables.

- Highly recognized by VP, Technology for demonstrating customer-centric leadership and optimizing system performance, earning Star Award for the significant contributions.
- Inventor on a patent for "Iteration of the lock-free binary tree under active, high-frequency modification."
- Enhanced skill set of junior, mid-level and QA engineers through the initiation of technical training brown bags.

**Teza, RGM, IBM, TKG, LAI, ..., Austin, TX / High-Frequency, Low Latency trading, operating system development, protocol development**  
**Architect, Principal, Senior Engineer** **1983 – 2016**

- Extended career as infrastructure, low-latency architect and engineer across multiple disciplines and companies from start-up to worldwide.

## EDUCATION

**Computer Science**, Texas A&M University, College Station, TX

**Diversity, Equity and Inclusion in the Workplace**, University of South Florida Muma College of Business, May 2021

**Technical Management Program**, UCLA Extension, 102<sup>nd</sup> cohort, March 2022

**InvitedMBA Program**, Fall 2022 cohort

**Courses Completed on LinkedIn**

Executive Leadership | Executive Coaching | Facilitation Skills for Managers and Leaders | Leadership Mindsets | Connecting with Executives | Managing Experienced Managers | Ken Blanchard on Servant Leadership | High-Stakes Communication

## AWARDS AND ACCOMPLISHMENTS

- Star Award: Recipient of "Star Award" from Micron for leadership in customer focus and system improvement (2017).
- US20200210482A1: Inventor for "Iteration of a lock-free binary tree under active, high-frequency modification."
- US7058927B2: Inventor for "Computer software run-time analysis systems and methods."
- Multiple Winner, International Obfuscated C Code Contest: ([https://www.ioccc.org/winners.html#Dave\\_Burton](https://www.ioccc.org/winners.html#Dave_Burton))
  - 2020 Best One-Liner | 2019 Best One-Liner | 2018 Best One-Liner & Best Abuse of the Rules | 2015 Most Useful
- Nitrox EAN40 certified scuba diver
- Skydiving: Gold, Silver, Bronze USPA National Champion: 4 & 8 way, 2003-2013
- Skydiving: Coached 4-way to USPA National Silver, 2011
- Skydiving: Three FAI World Records for Largest Formations: 300-way, 357-way, current 400-way, 2002-2006