GARY SAUNDERS
SOFTWARE ENGINEERING LEADER

(647) 404-1156 | garysaunders1981@gmail.com | garysaunders.me | Whitby, ON, Canada

PROFESSIONAL SUMMARY

- A dedicated software engineering leader with over 25 years of experience building high-performing teams, technology, and systems.

- Proven success in scaling engineering organizations, having hired, trained, and retained 100+ engineers while managing up to 5 teams and 50 individuals.

- Drove significant business results, including launching a commerce system netting over $6M in annual revenue and reducing critical incidents by 90%.

- Successfully guided and integrated engineering teams through 2 major acquisitions.

- Passionate about fostering a team culture centered on Gratitude, Performance, and Learning to promote inclusivity and accountability.

SELECTED COMPETENCIES

Agile Transformation	Culture, Collaboration, Mentorship	Distributed Teams & Systems
Vision, Roadmaps, OKRs, KPIs	Team Topologies	SaaS and multi-tenancy
Continuous Integration & Delivery	Technology Strategy	AWS, Serverless, React

PROFESSIONAL EXPERIENCE

Freelance @ Jaine AI   July 2024 – February 2025
Startup focused on collaborative research leveraging AI and infinite canvas

- Brought on with the mandate to ship an MVP; the product is now in Beta.
- Focused on product and engineering alignment and technical strategy.
- Utilized React, TypeScript, AWS Lambda, DynamoDB, AppSync, Bedrock, Cognito, S3, and other supporting technologies.

Sr. Director of Engineering   Jan 2022 – June 2024
NBC SportsNext (SportsEngine)

- Promoted with a mandate to stabilize and scale the FinTech system and deliver eCommerce inside of the checkout flow.
- Held ownership of 2 divisions spanning 6 teams and approximately 50 engineers in total.
- Owned feature lifecycle and delivery for the FinTech and Sports Management product lines.
- Led the FinTech division to maximize observability, optimize queries, and improve fault tolerance, reducing critical incidents by 90% over 12 months.
- Improved NPS by 50% by delivering key platform enhancements to scheduling and rosters.
- Shipped eCommerce integration inside of existing checkout, accounting for $6M+ in annual revenue and increasing transaction size by as much as 50% for many clients.
- Cultivated a brand of management and team culture centered around Gratitude, Performance, and Learning.

Director of Engineering   Nov 2018 – Jan 2022
NBC SportsNext (SportsEngine)

- Promoted with mandates to deliver a previously stalled project, decommission legacy platforms, reduce incidents, and scale the team.

- Adopted Team Topologies and lean methodologies, netting faster feature development by as much as 70% in some cases.
- Hired, trained, and retained 30+ engineers; promoted and hired engineering managers, introducing hierarchy into a previously flat org structure.
- Decommissioned 3 legacy platforms and consolidated customers on a single product, reducing legacy system costs to zero.
- Partnered with product and UX stakeholders to promote a culture of data-driven decision making.
- Advocate for cyber security best practices, collaborating with NBCU global security teams.

Engineering Manager   Dec 2017 – Nov 2018
NBC SportsNext (SportsEngine)

- Led NBC (SportsEngine) merger and acquisition activities including due diligence and integration of engineering teams.
- Promoted adoption of Serverless technologies for greenfield projects, achieving "scale to near-zero" for seasonal workloads.
- Created in-house features to support Enterprise clients with compliance and safety regulations dictated by Governing Bodies.
- Held oversight of 3 teams focused on CMS and Sports Registration.

Lead Software Engineer   Jan 2015 – Dec 2017
NBC SportsNext (SportsEngine)

- Led the team to successfully launch a new CMS for a multi-tenant system, decoupling from core tech.
- Implemented Developer Experience (DX) improvements, reducing build times of .NET applications and enhancing CI/CD pipelines.

Consulting & Programmer for Hire   June 2012 – Jan 2015

- Consulted and created web sites and backends for text message promotions and Point of Sale integration run by major beverage brands.
- Created a Learning Management System for the Ontario College of Teachers.
- Helped launch websites for 20+ clients starting their own small businesses.

Systems Administrator   April 2002 – June 2012
Electronic Data Systems (EDS, now HP) & IBM

- Held various titles related to systems administration and sales consulting support.
- Supported, designed, and installed servers, storage, networks, and virtualization for clients including General Motors, LCBO, and Canadian Tire.

EDUCATION & CERTIFICATIONS

IBM Certified Solutions Expert   IBM

VMWare Certified Professional   IBM

Microsoft Certified Systems Engineer   Durham College

Computer Programmer Analyst   Sir Sanford Fleming College

AWARDS

SI Play Employee of the Month
Bestowed this honor during a brief 3 month period during which the company selected an employee of the month. I received recognition in the form of an engraved glass cube which I covet to this very day.