

# Dan Sveen

## Software Engineering Manager

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### SUMMARY

Software engineering manager with over 8 years of experience leading high-performing teams to deliver innovative solutions and exceed business objectives. Passionate about fostering career growth, I prioritize building collaborative, inclusive cultures that thrive on diversity and teamwork. My leadership style emphasizes both technical excellence and holistic career development, resulting in consistently successful product delivery and operational efficiency.

### WORK EXPERIENCE

#### Senior Software Engineering Manager

gWorks

5/2024 - 12/2024

- Led four engineering teams (15 engineers) to design and implement a government management ERP system, enhancing municipal service delivery and customer engagement.
- Cultivated a high-impact engineering culture of continuous improvement and technical excellence, actively managing team professional growth, mentoring best practices in code review, and fostering a collaborative environment that elevates team performance and problem-solving capabilities.
- Strategically overseen engineering resource allocation and budget optimization to maximize productivity and innovation, while building and nurturing strategic relationships with key technology vendors to enhance and expand cloud solution capabilities.
- Orchestrated seamless collaboration between Engineering, Product, Sales, and Customer Success departments, driving streamlined product development processes and ensuring alignment of technical initiatives with broader organizational objectives and customer needs.

#### Software Engineering Manager

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11/2022 - 5/2024

- Led 2 engineering teams across the product ecosystem, driving professional growth, optimizing team performance, and enhancing job satisfaction. This strategic leadership delivered significant product innovations and measurable improvements in team productivity.
- Designed and implemented a performance tracking system that pinpointed development opportunities, enabling tailored coaching and development plans for individual team members.
- Cultivated a high-performance engineering culture emphasizing continuous learning, collaboration, and innovation, resulting in increased productivity, faster project delivery, and enhanced product features that elevated user experiences.
- Established regular cross-functional alignment meetings, streamlining communication between teams and stakeholders to ensure cohesive product development and alignment with organizational goals.

### EDUCATION

#### University of Nebraska - Lincoln

##### Bachelors in Computer Science

2008 - 2012

### STRENGTHS



#### Team Management

Successfully led diverse engineering teams of varying sizes and skill levels



#### Strategic Planning

Set the strategic vision and roadmap for team projects, making clear objectives for the next 6 to 12 months.



#### Business Partnerships

Fostered robust business partnerships, seamlessly integrating technology solutions to drive collaborative success and innovation.

### SKILLS & COMPETENCIES

- Agile Methodologies
- Leadership and Team Building
- SDLC Management
- Data-driven decision making
- Standards & Best Practices
- Remote Team Management
- Change & Risk Management
- Team Management & Evaluation
- Time Management & Prioritization
- CI/CD Pipeline Optimization
- Unit Test / Integration Test
- Process Optimization

### LANGUAGES / FRAMEWORKS

- JavaScript/TypeScript
- C#
- PHP
- Python / LLM / Gen AI
- HTML/CSS
- React / Angular / Next.js
- Node.js
- Laravel
- Tailwind
- Prisma / MySQL / PostgreSQL
- Git

### Software Engineering Manager

#### Rocket Mortgage

5/2021 - 11/2022

- Led a cross-functional team of 9 engineers, a product owner, and business analysts to develop and enhance post-close mortgage technology, driving operational efficiency and improving the reliability of auditing systems by 30%.
- Designed and architected the 'Stare and Compare' audit process for mortgage origination documents, utilizing event-driven architecture to streamline data comparison workflows, resulting in a 40% increase in auditor throughput and improved data accuracy.
- Fostered a collaborative team environment, ensuring alignment with business goals while mentoring team members to achieve personal and professional growth, contributing to a 15% improvement in team satisfaction scores.
- Defined and executed the technical roadmap for post-close systems, prioritizing high-impact initiatives that enhanced compliance and reduced operational costs by automating manual audit processes.
- Partnered with stakeholders across departments to identify pain points in the post-close mortgage process, aligning engineering efforts with strategic objectives to deliver measurable business outcomes.

### Software Engineering Manager

#### Spreetail

11/2018 - 5/2021

- Led and managed two high-performing engineering teams responsible for developing cutting-edge eCommerce tools, driving significant improvements in selling efficiency and fostering product growth across multiple marketplaces.
- Directed the migration of a legacy monolithic architecture to a microservices-based system, successfully decomposing the service into over 10 independent, maintainable microservices while maintaining 100% uptime for critical business functions.
- Monitored team and individual performance metrics, implementing targeted coaching and development plans that improved productivity and retention rates within the engineering organization.
- Spearheaded talent acquisition and team development initiatives, hiring top-tier talent and cultivating a collaborative team culture that emphasized innovation, accountability, and excellence in delivery.

### Lead Software Engineer / Manager

#### Nelnet

10/2013 - 11/2018

- Responsible for founding and growing an eCommerce business centered around pre packaged school supplies within Nelnet named - ClassBundl.
- Grew ClassBundl from \$7,500 the first year to over \$2.5 Million in just over three years by optimizing and improving our customer facing eCommerce platform.
- Led the end-to-end development of the software architecture for critical business operations, including eCommerce workflows, fulfillment processes, inventory management, and logistics systems. Ensured the platform could scale to meet rapid growth and high transaction volumes.
- Designed automation tools for inventory tracking, order management, and shipping logistics, reducing operational bottlenecks and improving fulfillment accuracy.
- Worked closely with marketing, product, and operations teams to align technical solutions with business objectives, enabling data-informed decision-making and strategic planning.

### Software Engineer 2

#### Garmin

5/2012 - 10/2013

- Designed and developed embedded software for outdoor navigation devices, utilizing C/C++.
- Rigorously testing and debugging software to ensure reliability and performance under diverse environmental conditions.
- Troubleshoot and resolved technical issues by reproducing problem scenarios, identifying root causes, and implementing effective software solutions.
- Utilized engineering tools like debuggers, emulators, simulators, and logic analyzers to identify and resolve defects within basic scope.
- Applied industry-standard design procedures and engineering tools to document and implement organized, efficient software designs.