PATRICK BOUNAIX

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SENIOR ENGINEERING LEADER

Culture-Driven Teams | Scalable Systems Architecture | Enterprise-Grade Product Delivery

Background in leading teams and systems through scale, transformation, and sustained delivery. A steady presence in fast-moving environments, aligning technical direction with product vision, business priorities, and early-stage growth. Collaborate with founders, product leaders, and investors to sharpen focus, accelerate progress, and develop resilient, high-performing engineering teams. Focus on building cultures grounded in autonomy, accountability, and execution clarity, while advising on technical direction at both operating and board levels.

CORE COMPETENCIES

Strategy & Leadership: Technical Roadmapping, Org Growth, Cross-Functional Teams, Due Diligence
Cloud & Delivery: Azure, AWS, Kubernetes, CI/CD, DORA, GitHub Actions, IaC
AI/ML & Systems: AI/ML Automation, LLM Integration, Event-Driven Architecture, SaaS Platforms
Security & Quality: DevSecOps, SOC2 Compliance, QA Strategy, Threat Modeling, Feature Flags
Team Culture & Mentorship: Developer Experience, Team Engagement, Talent Growth

KEY ACHIEVEMENTS

Team Scale-Up: 5× engineering growth through Series B and C milestones
AI/ML Impact: 1M+ documents/year automated at 97%+ accuracy
Velocity Gains: 40% faster release cycles via CI/CD automation and DORA-aligned metrics
System Resilience: Zero-downtime architecture with HA containerized services
Cloud Efficiency: Reduced spend via ephemeral environments and resource tuning
Security: SOC2 Type 2 achieved in under 12 months

PROFESSIONAL EXPERIENCE

VICE PRESIDENT, SOFTWARE ENGINEERING
Roots Automation / roots.ai | 2023–2025

- Led technical due diligence and roadmap execution, supporting Series B funding and milestones.
- Scaled global engineering team from 6 to 30+, driving maturity in QA, CI/CD, and SDLC.
- Integrated custom LLMs to automate 1M+ insurance documents/year with 97%+ accuracy.
- Directed implementation of fault-tolerant, containerized systems with optimized cloud usage.
- Streamlined CI/CD for 200+ repos with automation, observability, and cost-aware environments.
- Established DORA metrics and GitHub analytics to boost velocity and showcase engineering health.
- Deployed Haystack, Highlight.io, LaunchDarkly, and LinearB to streamline monitoring and releases.
- Initiated org design to strengthen hiring, growth, retention, and mobility during team expansion.
- Transformed DevEx to accelerate onboarding and productivity, maintaining 95% team satisfaction.

DIRECTOR OF ENGINEERING
Vestwell | 2017–2023

- Grew global engineering org from 20 to 80+ to support fintech platform delivery through Series C.
- Defined event-driven architecture, improving reliability, and boosting user adoption by 150%.
- Directed development of APIs, portals, and backends in collaboration with Product, Design, and UX.
- Led adoption of best practices in accessibility, performance, and security across platforms.
- Increased team velocity and cut cycle time by 50% through coaching and process refinement.
- Developed reusable full-stack frameworks with React, Node.js, and AWS Lambda.
- Designed role frameworks and growth paths to support promotions and organizational scale.
- Mentored engineers into senior and lead roles, enhancing team stability during growth and change.

FOUNDER & PRINCIPAL CONSULTANT (Ongoing)
BOUNAIX LLC | 2005–Present

- Provide fractional CTO leadership and strategic advisory to early-stage and mid-market companies, guiding architecture, scaling, and cross-functional alignment.
- Advise on cloud strategy, architecture, and modernization to support product and platform growth.
- Lead migration from legacy systems to cloud-native platforms with 60%+ gains in delivery velocity.
- Direct hands-on implementation of scalable, secure solutions using Azure, .NET, and SQL Server.
- Partner with founders and executive teams to align technology with business and delivery goals.

SENIOR SOFTWARE ENGINEER Lifion by ADP | 2015–2017

VP of TECHNOLOGY FieldOne (acquired by Microsoft) | 2013–2014

SENIOR CONSULTANT Avanade | 2007–2013

Early-career technical roles at Redcats, Healthcareware, Acclaim Entertainment, BSP

TECHNICAL SKILLS

Cloud & DevOps: Azure, AWS, Docker, Kubernetes, GitHub Actions, Jenkins, IaC, HA/DR
Languages & Frameworks: Node.js, TypeScript, React/NextJS, ASP.NET, TypeSpec
Data & Messaging: PostgreSQL, MS SQL, MongoDB, Redis, Event-Driven Microservices
AI/ML & Observability: LLMs, Haystack.io, ELK, Datadog, LaunchDarkly, Highlight.io
Security & Compliance: SOC2, DevSecOps, Threat Modeling, Feature Flagging

EDUCATION & CERTIFICATIONS

B.S. in Computer Science | New York Institute of Technology
Microsoft Certified Professional
MongoDB for Node.js Developers
Sumo Logic Fundamentals