

Robert Dawson

VP of Engineering

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\$1M → \$100M

Valuation to acquisition

70+

Engineers led

14B+

Documents in production

\$800K

Cloud spend removed

40%

MTTR reduction

5

SaaS products shipped solo

EXECUTIVE SUMMARY

Transformational VP and engineering leader with 10+ years building, scaling, and leading high-impact software organizations across SaaS, data platforms, integrations, and consumer-facing products. Proven success managing 70+ engineers across product, data, AI/ML, DevOps, and security — delivering scalable architectures and driving a performance culture through metrics, accountability, and mentorship.

A builder at heart who thrives on operational excellence, rapid iteration, and empowering teams to ship meaningful products. Deeply experienced in cloud infrastructure, distributed systems, and data-driven product strategy. Specializes in ROI-driven prioritization and AI-first ADLC strategies that significantly multiply team performance and operational outcomes.

EXPERIENCE

EverTrue — VP of Engineering

Sep 2025 – Present · Remote

Leading full organizational and technical transformation — restructuring and auditing the business, owning all technology strategy and architectural decisions, and implementing AI-driven initiatives to accelerate delivery and optimize operations.

- Audited the department structure and filled weak positions with key players, driving immediate change and lifting morale
- Pioneered migration strategy and team prioritization, multiplying productivity and direction
- Set a repeatable cadence for growth across key initiatives

DonorSearch — VP of IT & Security

Jan 2020 – Sep 2025 · Remote

Led all technology strategy, architecture, and execution for a high-volume SaaS data intelligence platform supporting billions of records across donor, business, and executive datasets. Oversaw key development through growth from \$1MM business valuation to \$100MM acquisition.

- Scaled engineering from a small startup team to a multi-department organization of 20+ engineers across Product, Data, ML/AI, DevOps, Security, and UI/UX
- Drove modernization from legacy monoliths to microservice-based distributed systems on AWS and Docker
- Oversaw multi-cloud migration (Azure → AWS), container orchestration, and pipeline optimization handling 14B+ documents in Elasticsearch, reducing cloud spend by \$800K
- Built and led cross-functional squads across front-end (Laravel, React, Python), AI, and infrastructure

CORE COMPETENCIES

Leadership

Engineering Strategy & Org Design · Performance Management · Mentorship & Leadership Development · Executive Stakeholder Management · Product & Platform Roadmapping

Platform

Large-Scale Cloud Infrastructure (AWS, GCP, Azure) · DevOps, CI/CD, Observability · Scalable Integrations & API Architecture · Distributed Systems & Microservices

Data & AI

AI/ML and Data Platform Leadership · AI-first ADLC strategy · Elasticsearch at scale · Data pipeline optimization

Governance

Enterprise Security · Compliance · Incident Response

EDUCATION

University of Maryland, Baltimore County

B.S. Computer Science
2005 – 2009

SHIPPED PRODUCTS

- **DugoutHQ** — travel baseball team management
- **Singiverse** — AI karaoke management platform
- **TrustPuma** — cloud asset management
- **Green Flag Verified** — dating safety (2026)

- Directed integration strategy with Salesforce, Blackbaud, Microsoft Dynamics, EveryAction, and Monday.com
- Championed AI and automation initiatives — ML model integration, AI-assisted development, and ChatGPT-powered data intelligence workflows
- Elevated DevOps maturity through observability, CI/CD automation, and incident response improvements, reducing MTTR by over 40%

DonorSearch — *Lead Developer*

Oct 2017 – Jan 2020 · Remote

Technical lead over core product development, architecture, and integrations across PHP, Python, and JavaScript stacks. Bridged engineering and leadership — guiding architectural direction, mentoring junior developers, and ensuring the scalability and reliability of critical SaaS applications. Played a pivotal role in modernizing legacy systems and establishing the foundation for future platform growth.

- **Elevant Solutions** — production engineering consultancy

AUTHOR

Leadership Life

Breaking Through the
Individual Contributor Ceiling