

Chris O'Neil

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Objective:

Results-driven, visionary leader with a proven track record of leading high-performing software development teams to successfully deliver commercial software, seeking a technical leadership position, where I can leverage my technical, Machine Learning / Artificial Intelligence, and business strategy experience to drive product development, revenue growth, and organizational success.

Experience:

Stealth · (Venture Firm) · Pasadena, CA

2022 - Present

Head of Engineering

Partner with executive leadership to shape entrepreneurial vision, formulate product strategies, and devise technology architectures, with a keen focus on fostering a 0 to 1 transformation journey. Assemble and guide diverse technology teams to deliver MVP SaaS solutions for each venture, embodying the crucial shift from 0 to 1. Apply a meticulous evaluative approach to assess product-market fit, reinforcing the 0 to 1 paradigm shift to drive startup success.

- HIPAA Compliant Social Media Platform - In Beta 5/2023
- Insurance Document Automation Platform - In Beta 3/2023
- Drug Clinical Trials protocol to CRF automation - MVP 11/2023

SRAX (NASDAQ: SRAX), Los Angeles, CA

(2018 - 2022)

EVP, Software Engineering

Manage the product portfolio, overseeing the design, development, testing, and maintenance of multiple SaaS products. Inspire, lead, and develop a 125-person team dedicated to the design, development, testing, and maintenance of multiple SaaS products through inception to end-of-life. Oversee cross functional projects, ensuring the overall success by coordinating efforts across the Customer Success, Customer Support, IT, Implementations, and Compliance. Drive high-level strategy for team structure and growth plans, collaborating across departments to ensure high-quality software delivery that aligns with business objectives.

- Grew company evaluation from \$25M to \$120M by successfully launching 3 SaaS products.
 1. Sequire - Investor Insights and Analytics platform - 0 to 1M investors
 2. BigToken - Cryptocurrency consumer App - 0 to 16M installs
 3. VitaliGuard - Hedge Fund illiquid asset monitoring and exit strategy automation - in Beta
- Turnaround cryptocurrency app after SEC denied S3 into successful consumer app.

SNT Media (Start Up) Sausalito, CA

2013 - 2018

VP of Engineering & Products

Built and led a 150-person engineering team to develop a real-time SaaS platform leveraging an edge computing ad unit. Establish tracking, reporting, and KPI metrics for Development across the department. Manage the team's execution of action plans to achieve software delivery outcomes and key performance indicators and provide proactive corrective action. Clearly communicate the vision

and strategy for evolving the development team, including roadmap, tech investments, R&D innovation, API design, CD, and software performance. Develop and continuously advance at-scale development and architectures to consistently achieve team and company-wide goals.

- Grew the company evaluation from 0 to \$300M by launching B2B Digital Ad platform.
- Spearheaded market leadership by releasing an innovative ad unit to 0 to 1000 publishers.

AGCO, Inc. · (NYSE: AGCO) · Duluth, GA

2006 - 2013

Director of Engineering

Led 3 global design centers (300 people) with a \$60M budget through the design of vehicle control tech stack. Establish the vision, strategy, and plans for growth of the company's software development platform, technology investments, new operating models and AI/ML capabilities. Grew and scaled the team by recruiting technical talent and fostering an environment blending high innovation and stability to increase productivity, learning, and core capabilities.

- Delivered \$20M in cost savings by consolidating 15 legacy vehicle control platforms into one.
- Received the prestigious ASABE AE50 for launching M2M IoT platform.

Nevik Inc acquired by Phonetics Inc acquired by CopperCom

1998 - 2006

Co-Founder / Director of Product Management

Built and led a cross-functional team of 35 employees including product, engineering, sales, marketing, and customer success. Act as the final escalation point for resolving difficult customer, sales, client services, privacy compliance and technical issues. Responsible for the ROI and customer satisfaction.

- Achieved 95%+ customer retention rates through focus on customer experience and success
- Grew annual recurring revenue from \$0 to \$5M in 3 years through product innovation.

Education:

AI / ML - Statistical Learning, Stanford Dept of Statistics, Palo Alto, CA

M.S. Electrical Engineering, San Jose State University, San Jose, CA

B.S. Electrical Engineering, University of New Mexico, Albuquerque, NM

Skills:

- Proven leadership in leading fast-paced software development teams delivering commercial software from 0 to 1.
- 20+ years of relevant experience, including 10 years in SaaS.
- 12+ years of experience leading and growing high-performing teams, training and developing employees at all levels.
- Ability to thrive in a fast-paced environment and manage competing priorities and time-sensitive projects leveraging risk driven methodologies.
- Strong business acumen with the ability to build and execute clear business plans.
- Excellent cross-functional communication and collaboration skills.
- Proficient in SAFe/Agile/SCRUM processes and able to customize to meet project needs.
- Experience with AWS cloud platform to create at-scale intelligent infrastructure.
- Strong ability to define development standards, methodologies across platforms and to develop an operating model that to meet business objectives and engineering efficiencies.
- Effective communicator and collaborator with technical team leaders and members.
- Proven success in software project management with domestic and international teams.
- Business-oriented, with experience in budget management and managing key stakeholders.
- Track record of recruiting, coaching, and retaining talented staff.