

# Thomas Lockney

[thomas@lockney.net](mailto:thomas@lockney.net) | 971-322-9408 | Corvallis, Oregon

[linkedin.com/in/thomaslockney](https://linkedin.com/in/thomaslockney) | [github.com/tlockney](https://github.com/tlockney) | [opposable-thumbs.net](https://opposable-thumbs.net)

## Executive Summary

Engineering executive known for bridging deep technical expertise with product and organizational strategy. Proven ability to lead teams through complex platform transformations and deliver high-impact, data-driven solutions across enterprise and growth-stage environments.

Core competencies include:

- **Strategic Vision & Execution:** Demonstrated track record of aligning engineering initiatives with business objectives, including architecting HubSpot's developer platform strategy and contributing to Nike's digital transformation initiatives, **driving \$250M+ in revenue impact**
- **Technical Leadership:** Deep expertise in platform architecture, distributed systems, and developer experience, managing complex technical ecosystems serving millions of users and processing billions of data points
- **Organizational Development:** Built and scaled high-performing engineering organizations of 50+ engineers, fostering cultures of innovation, continuous learning, and technical excellence
- **Cross-Functional Leadership:** Strong history of building partnerships across product, business, and engineering teams to deliver transformational initiatives while maintaining technical excellence
- **Platform Strategy:** Proven ability to conceptualize and deliver developer platforms and tools that drive business growth, including APIs, SDKs, and extensibility frameworks that increased customer MRR and drove 48% growth in deals won

## Experience

### Metron

**Director of Software Engineering** July 2024–Present

Driving Metron's strategic business transformation from hardware-focused to data-first water intelligence platform, positioning the company as the 'Nielsen of water consumption data' with 1B+ daily data points from 800K+ smart meter deployments.

Key Contributions:

- **Platform Leadership:** Architecting and delivering the foundation for Metron's Data-as-a-Service platform, including scalable data ingestion pipelines (SNS/SQS, S3, Lambda) and external API infrastructure for smart water consumption analytics.
- **Team Development:** Built a cross-functional team of frontend, backend, and product professionals; provided mentorship and coaching to grow engineering and product management capabilities.
- **Product Strategy Execution:** Spearheading development of first-generation data products including geographic benchmarking tools, ESG/sustainability reporting, and support for third-party meter integration.
- **Legacy Modernization:** Leading the transition away from legacy Azure/.NET systems toward a cloud-native stack using Go, Python, TypeScript, PostgreSQL, and AWS serverless technologies.
- **Technical Excellence:** Established lightweight but rigorous engineering practices for quality, security, and delivery velocity in a startup-like environment within a legacy hardware-focused company.

## HubSpot

### Engineering Group Lead, External Developer Platform June 2021-June 2024

Led HubSpot's developer platform organization, driving strategic vision and execution across the entire external developer ecosystem. Responsible for platform architecture, developer experience, and technical strategy enabling partners and customers to build on HubSpot's marketplace.

#### Strategic Impact:

- Built and scaled an engineering organization of 45+ engineers across 10 teams, including 4 staff engineers and multiple levels of engineering leadership
- Architected and delivered HubSpot's first React-based UI extensibility platform and serverless compute offering, **driving 48% growth in deals won** and significant MRR expansion
- Established technical governance model and platform-first strategy, dramatically improving cross-organizational collaboration and reducing time-to-market for partner solutions
- Transformed developer experience through comprehensive SDK modernization, API tooling improvements, and developer workflow automation

## Nike

### Engineering Leader, Nike Communications Platform 2018 - June 2021

Led Nike's strategic initiative to consolidate and modernize global marketing communications infrastructure, delivering a unified platform handling 30M+ personalized messages per hour.

#### Key Achievements:

- Drove technical strategy and execution for Nike's first unified communications platform, **generating \$250M+ in attributable revenue**
- Built and mentored multiple engineering teams delivering core platform services, data infrastructure, and marketing automation tools
- Established cross-team organizational model enabling consistent delivery across distributed engineering teams
- Led technical discovery and implementation of privacy-first architecture ensuring compliance with global regulations

### Sr. Engineering Manager, Nike+ Platform Feb 2014 - 2018

Directed engineering strategy and delivery for Nike's digital fitness platform, supporting Nike Run Club and Training Club apps with **1.2B+ tracked activities**.

#### Key Accomplishments:

- Scaled platform infrastructure to support 10x growth in user activity while optimizing operational costs through innovative architecture
- Led successful migration of decade-worth of fitness data while maintaining system performance and reliability
- Established DevOps culture across organization, resulting in **80% reduction in deployment time** and significant improvement in system reliability
- Founded Nike's tech talk series and developer advocacy program, substantially improving engineering hiring pipeline and technical brand
- Architected privacy-centric data management system enabling compliance with GDPR and CCPA while maintaining platform functionality

## **Earlier Engineering Experience**

**Various Companies • 1997 – 2013**

Held senior and lead engineering roles across a range of early-stage startups and established tech companies. Designed and delivered scalable systems for identity management, financial services, telecom infrastructure, and healthcare data platforms. Notable roles include:

- **Principal Architect / Engineering Lead, Janrain**

Led platform modernization for identity services used by Fortune 500 clients. Introduced distributed extension architecture and CI/CD practices.

- **Senior Software Engineer, Cisco / ClearAccess**

Developed broadband modem management and simulation software following acquisition of ClearAccess by Cisco.

- **Engineer, Simple (formerly BankSimple)**

Designed backend reconciliation systems and integrated with third-party transaction processors.

- **Senior Engineer, TriActive, Esoterix, HireStorm, Tivoli/IBM, and others**

Delivered enterprise-grade systems for remote device management, clinical trial data, job search platforms, and early web infrastructure.

Throughout this period, consistently recognized for rapid delivery, architectural clarity, and pragmatic leadership in startup and enterprise environments.