DAN THARP

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Software Engineering Manager and Technical Leader with 30+ years of experience building and leading high-performing engineering teams across SaaS, healthcare, fintech, logistics, and digital platform environments. Proven success leading distributed teams, modernizing technology platforms, improving software delivery processes, and developing engineering talent. Experienced in AI-assisted development, platform engineering, Agile delivery, and cross-functional leadership.

SELECTED LEADERSHIP ACHIEVEMENTS

- Led engineering organizations of up to 20+ direct and indirect reports over the past 25 years.
- Managed software delivery and/or Information Technology support for SaaS, healthcare, logistics, fintech, manufacturing and digital platform products.
- Directed cloud modernization initiatives across Azure and AWS environments.
- Built and mentored distributed engineering teams across multiple time zones.
- Led organizations consisting of both full-time employees and contract resources across multiple geographies and time zones.
- Developed AI-powered agents and automation solutions using Copilot, Claude, Gemini, and Rovo to improve operational visibility, analyze team performance, optimize resource utilization, and identify process improvement opportunities.

EDUCATION

Illinois State University **January 1986 - December 1988**
Bachelor's, Computer Science *GPA: 3.34*

Illinois Central College **August 1983 - May 1985**
Associate's, Computer Science

PROFESSIONAL EXPERIENCE

Green Dot Corporation **February 2026 - Present**
Software Development Manager *Provo, UT, USA*

- Led a 20+ person engineering organization responsible for backend, web, and API platform development, quality assurance, and production support.
- Led engineering delivery across these team technologies: Web based Microsoft .NET applications, Microsoft SQL Server, AWS and Azure Cloud architectures.
- Developed and deployed AI-powered agents, skills, and workflow automations using Copilot, Claude, Gemini, and Rovo to improve operational visibility, accelerate problem resolution, and provide engineering insights.
- Partnered with Product, Revenue, Operations, Marketing, and UX teams to streamline CI/CD practices and improve release quality.
- Mentored engineers through structured performance coaching and career development, improving team engagement and retention.
- Led resource planning, strategic planning, and managed geographically distributed teams across multiple time zones, including both employees and contractors.

NetX **June 2024 - October 2025**
Software Engineering Manager *Portland, OR, USA*

- Managed a cross-functional engineering team of 12 supporting a SaaS Digital Asset Management platform serving enterprise customers (primarily museums).
- Implemented and refined use of ShapeUp processes (heavy Jira and Confluence use), work prioritization, and team building.
- Led engineering delivery across these team technologies: Java backend and React front-end UI, MySQL backend database, API, Postman, PostScript, GhostScript, TypeScript, Redis, Docker, Python, Amazon Web Services (AWS), Jira, Confluence, LucidChart.
- Championed best practices in software architecture, code quality and testing within the engineering organization to maintain high standards of excellence.
- Administered Jira and Confluence.
- Position eliminated during organizational workforce reduction on 10/10/2025.

Relatient **April 2023 - January 2024**

Software Engineering Manager *Franklin, TN, USA*

- Led a team of ~10 full stack engineers to deliver high-quality software solutions in a timely manner, ensuring customer satisfaction and business growth.
- Improved SaaS software development life cycle processes by implementing agile methodologies and facilitating cross-functional team collaboration.
- Collaborated with product managers to define clear project requirements, aligning engineering efforts with business goals.
- Managed software release cycles with careful planning, coordination, and communication across various departments.
- Developed comprehensive documentation for internal software systems, improving knowledge sharing among team members and reducing onboarding time for new hires.
- Increased overall team productivity through continuous process improvement initiatives and effective resource allocation.
- Championed best practices in software architecture, code quality, and testing within the engineering organization to maintain high standards of excellence.
- Resolved critical production issues quickly and effectively by leading incident response efforts during system outages or security breaches.
- Implemented and refined use of Scrum/Agile processes (heavy Jira and Confluence use).
- Provided regular feedback to both junior engineers and senior leadership on individual performance metrics and observations.
- Led engineering delivery across these team technologies: Perl, Laravel PHP, MySQL, Nest.js, Jasper, APIs, containerization, Postman, Swagger, Asterisk, Amazon Web Services (AWS), Jira, Confluence, LucidChart.
- Position eliminated during organizational restructuring on 1-25-2024.

Olive AI **February 2022 - February 2023**

Software Engineering Manager *Columbus, OH, USA*

- Coordinated with human resources on recruitment efforts to attract top talent in the software engineering field, contributing to a highly skilled and diverse team.
- Mentored the growth of junior engineers resulting in increased individual contributions to the team's success.
- Worked with other engineering leaders to plan, manage and coordinate teams around critcal development milestones.
- Cultivated partnerships between engineering, product and UX personnel to create holistically designed final products.
- Increased overall team productivity through continuous process improvement initiatives and effective resource allocation.
- Managed 9 member back-end Engineering team responsible for the development of web-based applications used by both Provider and Payer customers of Olive, utilizing AI to optimize the prior authorization process, saving millions of dollars in the healthcare space.
- Proactive involvement in technical design, architecture decisions, and refinement of software development cycle (SDLC) process improvement.
- Led engineering delivery across these team technologies: MS MVC C#, SQL, Entity Framework, Workload managed via Microsoft Azure Devops, Atlassian Jira and Jira Service Desk.
- Position eliminated during company-wide workforce reductions on 2-9-2023.

Eastern Standard **August 2021 - February 2022**

Web Development Team Manager *Philadelphia, PA, USA*

- Oversaw all aspects of the Development team, and was responsible for the quality of work, enforcement of best practices, the success of development projects including efficiency and profitability, directly managing team members, and hiring new members and contractors from across the world.
- Achieved project deadlines consistently by closely monitoring progress and proactively addressing any potential roadblocks.
- Collaborated with cross-functional departments to drive cohesive efforts towards common goals and objectives.
- Developed a high-performing team by recruiting top talent, providing ongoing training, and fostering a positive work environment.
- Coordinated team collaboration to share ideas and build best practices.
- Analyzed team performance data to provide meaningful insights, enabling informed decision-making.
- Delivered regular team meetings for aligned work towards common goals.
- Led engineering delivery across these team technologies: CMS (WordPress and Drupal), HTML/CSS/React.
- Also administered Atlassian Jira and Atlassian Service Desk.

MPOWR/SupplyCore **February 2018 - August 2021**

Software Development Manager *Rockford, IL, USA*

- Managed a distributed team (~10) of both Developers and QA that did full stack web development on MPOWR, a product that managed the social services needs of large groups of people.
- Reduced software defects by designing robust testing strategies and leading the QA team in executing test plans, both manual and automated.

- Recruited top talent for key positions within the department, building a high-performing team capable of tackling complex projects with confidence and efficiency.
- Championed continuous improvement initiatives within the department, identifying opportunities for process optimization and driving change where necessary to enhance overall effectiveness.
- Led engineering delivery across these team technologies: C#/MVC/.NET and React.js/JavaScript front-end with MS SQL Server back-end (some PostgreSQL) and embedded Izenda BI as the reporting engine all hosted in Microsoft Azure. Workload managed via Atlassian Jira using SCRUM/Agile/Kanban methodology.

Productive Programming Inc. **June 2017 - August 2017**
Application Development Manager *Verona, WI, USA*
- Short contract engagement to fill in for the previous Development Manager who left the organization suddenly.
- Worked to improve the morale of the team (11 members).
- Worked to establish standardization of requirements documentation, coding practices, quality/testing processes and release management procedures.
- Development environment: MS Visual Studio (VB.net) and MSSQL stored procedures.

Orchestrate Healthcare **April 2017 - May 2017**
Project Manager *Carbondale, CO, USA*
- Short contract engagement as a Project Manager to assist with the integration of reference lab results from Central Iowa Healthcare (a Unity Point Health hospital) to Allen Memorial Hospital in Waterloo, IA.
- Took part in the discovery of how current processes work, what HL7 data flowed from the CIH McKesson Paragon system to the reference lab, and what changes/challenges might be ahead regarding the utilization of the Corepoint EDI engine.
- Worked with Unity Point Pekin Hospital IT personnel who were also consulting on this short and very fast-moving project.

Time off with Daughter and Mother **May 2016 - February 2017**
Caregiver/Personal Assistant *Pekin, IL, USA*
- Note: After being laid off from ATS, I experienced a scarcity of IT Management positions in Central Illinois and the need to assist my daughter and mother during their illnesses caused me to take short term engagements rather than full time employment options.
- My daughter had Stage-4 Hodgkin's Lymphoma (cancer-free now) and my mother had a severe case of Fibromyalgia.
- I helped my daughter out including occasionally watching her children while she was sick from Chemo treatments and helped my Mom out with various life tasks that were made almost impossible due to her pain.

POINTcore **February 2016 - April 2016**
Regional Account Executive/Director *Peoria, IL, USA*
- Contract engagement at an experimental MSP arrangement between OSF and Hopedale Medical Complex in Hopedale, IL.
- Managed all IT needs of customers (hospitals, clinics, etc.), defined opportunities for improvement and then implemented solutions utilizing OSF IT resources.
- Made recommendations to senior management and IT Steering committee for ways to reduce costs, reduce risks, improve efficiencies, and maintain compliance with HIPAA, Meaningful Use, and other IT best practices.
- Identified and made recommendations for resolving various IT issues and improvements.
- MSP arrangement disbanded.

Sentinel Technologies **October 2015 - February 2016**
Advanced Project Manager *Springfield, IL, USA*
- Short contract engagement managing projects for customers implementing technologies such as Unified Communications, Data Center, Cloud Technologies, Video/Conferencing Collaboration, and Managed Services.
- Coordinated efforts of customers and Sentinel technicians to ensure projects were on time and under budget.
- Tracked projects using internally developed SharePoint workflows.
- Delivered exceptional customer satisfaction by proactively addressing client concerns and meeting or exceeding expectations throughout the engagement process.
- Successfully managed multiple projects simultaneously by prioritizing tasks according to urgency, resource availability, and alignment with organizational goals.
- Prepared detailed reports on project status for stakeholders, ensuring transparency and alignment with objectives.
- Achieved project deadlines by coordinating with contractors to manage performance.

Advanced Technology Services **March 2014 - March 2015**
Application Development Manager *Peoria, IL, USA*

- Managed a 14-member development team (and 1 contract person) responsible for developing enterprise-wide applications, including new UX for equipment maintenance system (SAP).
- As a part of rebuilding the Development team, established best practices and an ATS Business Service Development Framework using a service-oriented architecture, based in the cloud, allowing custom applications to consume and share common functionality such as data access, business processes, integrations, and logging/auditing.
- Led an Azure cloud adoption initiative that improved system resilience, geographic redundancy, and security compliance while enabling enterprise-wide access to applications and data (including EDI).
- Narrowed technology spread, established a re-usable development framework, refined QA processes, and implemented an Agile-SCRUM methodology.
- Technologies/tools standardized on: MS Visual Studio (IDE), MS Team Foundation Server, Rally (for Agile process), Microsoft .NET (including both VB and C#), JavaScript, Angular JS, LESS.js (as a CSS preprocessor), Bootstrap, Jquery, and others.
- Position eliminated during merging of multiple teams on 03-15-2025.

Pekin Hospital **July 2008 - December 2013**
IT Director *Pekin, IL, USA*

- Managed a 14-member IT team supporting all computer, communications, and networking technologies throughout the hospital and physician offices.
- Completely replaced all IT/telephony technologies (servers, PCs, entire data center, wireless, networking, backup/disaster recovery) and virtualized 75% of the servers and 200 desktops as part of meaningful use compliance.
- Developed comprehensive disaster recovery plans, ensuring business continuity in case of unforeseen events or emergencies.
- Streamlined helpdesk operations by implementing standardized ticketing systems for more effective issue resolution.
- Achieved Meaningful Use compliance resulting in millions of dollars from the government.
- Used MS SSIS and eGate to port transactions to/from various systems, used MS SQL Server stored procs to generate data for SSRS reporting, developed SharePoint/InfoPath forms and workflows, scripted un/installation processes for updating servers and over 800 PCs during down-times for upgrades.
- Did extensive maintenance (resolving fragmented indexes, query optimization, etc) on the large Paragon database.

G&D Integrated **February 2001 - July 2008**
Development Manager *Morton, IL, USA*

- Played a key role in the design and development of the VMI (Vendor Managed Inventory) system utilizing web-based .NET code, web services, handheld scanners, and Microsoft BizTalk ETL (ANSI X12, EDIFECS, XML). Parts receiving/locations/shipping reported to 70+ customers via Business Objects XI and back-end EDI transactions that completely automated invoicing for 70+ customers such as Caterpillar and Komatsu.
- Wrote all behind-the-scenes .NET code (including invoicing and EDI) for the VMI warehousing system, which provided real-time reporting and EDI notifications to customers such as Caterpillar, Komatsu, John Deere, and others.
- Designed, created, and maintained the database/data-warehouse for the VMI system.
- Selected, implemented, and supported an enterprise-wide EDI system, wrote applications and web-services to enable customizations per customer, was responsible for all EDI related implementations and all application development, and established the newly created Development team within G&D.
- Extensive involvement with the following technologies: Visual Basic, Microsoft BizTalk 2000- 2004, Microsoft SQL Server, EDIFECS (EDI specifications), COM+ Application Development, XML/XSLT, Harbinger TrustedLink for Windows (EDI), ASP Application development, VBScript, Microsoft Access, Windows 2000, and exploration of the Microsoft .NET environment.

Morton Welding **October 1997 - February 2001**
Systems Manager *Morton, IL, USA*

- Managed all IT/telephony systems including those that communicated with tube and sheet metal fabrication, laser cutting, and machining equipment.
- Automation and integration successes enabled the company to improve efficiencies, reduce costs, and gain recognition from customers like Caterpillar and Komatsu for quality and timeliness.
- Developed a wide variety of FoxPro and MS Access reports from the Made2Manage system, implemented customizations (FoxPro), and implemented barcoding per Caterpillar standards.
- Collaborated with business stakeholders to define system requirements for new technology initiatives, translating needs into actionable project plans (including the selection of a new manufacturing system).
- Maintained comprehensive inventory records of hardware assets and software licenses, ensuring compliance with usage agreements and facilitating efficient resource allocation.
- Reduced operational expenses by consolidating redundant systems and streamlining resource allocation across departments.

OSF Saint Francis Inc. **November 1994 - October 1997**
Project Manager *Peoria, IL, USA*

- Established and led a new Home Health IT organization supporting multiple healthcare business units throughout the OSF Home Care Services Division.
- Coordinated the creation of RFIs and RFPs for new system selections for various OSF Home Health businesses: Home Care Management & Consulting, Franciscan Home Therapeutics (infusion therapy), Alterna-Care Nursing Services (Hospice), Franciscan Medical Equipment (DME), Medi-Park Pharmacy, and Eastland Pharmacy.
- Along with project management and team leadership responsibilities, had extensive experience with MS Access, Visual Basic, dBASE III+, Clarion for Windows/DOS, Windows 3/3.11, Windows 95, Novell network utilities, MS Project, CA SuperProject, MS Excel, Word Perfect, Lotus cc:Mail, STAT2, MUMPS, Unix AIX (RS6000), Rumba, Ecco, Netscape Navigator, Act!, Visio, MS SourceSafe, Meeting Maker XP, and working knowledge of HTML and building personal web pages on the Internet.

SKILLS

Skills: ASP.NET, Atlassian, Data Analysis, JIRA, HTML/CSS, Management, Microsoft Azure, MySQL, .NET, Postman, REST APIs, SCRUM, Splunk, SQL, Tableau, Web Development, Zapier, Datadog, Quality Assurance (QA), Software Testing, TCP/IP, Agile, Confluence, Team Management, Git, People Management, Troubleshooting, Team Development, AI, Engineering Leadership, People Leadership, Performance Management, Career Development, Organizational Design, Strategic Planning, Cloud Modernization, SaaS Platforms, DevOps, Agile Delivery, Microsoft SQL Server, Microsoft Copilot, Google Gemini AI, Claude AI, Atlassian Rovo AI, Workflow Automation
Interests: Playing and writing guitar/instrumental music, playing video games especially VR.