

JIM PETERS

SOFTWARE ENGINEERING LEADERSHIP

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Software engineering leader with 25+ years across healthcare, FinTech, and supply chain technology. Combines organizational leadership and financial accountability with architecture and delivery expertise. Has led 120 engineers and contractors through seven managers and managed a \$15M annual budget. Now leading AI-assisted engineering, specification-driven development, and legacy modernization while coaching the next generation of technical leaders.

Leadership strengths

Engineering strategy and execution | AI-assisted SDLC | Organizational design | Leadership coaching | Architecture and modernization | CI/CD and quality engineering | Customer delivery | Budget and workforce planning

Professional experience

Hy-Tek Intralogistics | Senior Director of Software Development

January 2026 - Present

Lead AI transformation, enterprise development maturity, and customer software delivery. Directly manage 15 technical architects, developers, and DevSecOps engineers; report to the Vice President of Software Development and control an approximately \$150,000 annual cloud services budget, primarily Azure.

- Established a structured AI-assisted development lifecycle centered on requirements, design documentation, architectural constraints, coding standards, test requirements, and validation in the CI/CD pipeline. Engineers own design, specification refinement, reviews, and validation of AI-generated implementation.
- Expanded a Claude Code pilot across the engineering organization, reaching approximately 90% adoption. About 60% of engineers reported increased code output; initial use focused on legacy fixes, modifications, and improvements.
- Reassessed the economics and maintainability of a legacy N-tier platform spanning VB6, C++, ASP.NET, and C#. Presented a replacement strategy that balances investment in AI tooling and engineering time against ongoing maintenance costs and the deployment risk of a new system.
- Partnered with a product owner and an engineer to produce a working Warehouse Execution System pilot in approximately 100 combined hours over six weeks of part-time effort. The pilot demonstrates the majority of existing system functionality using an event-driven modular monolith.
- Applied specification-driven development with Spec Kit to trace requests through specifications to code and implementation. The pilot uses C#/.NET, NATS, and Microsoft SQL Server, with a design optimized for containers; subsequent validation included more than 1,500 integration tests and 4,000 unit tests.
- Demonstrated the pilot architecture, functionality, documentation, and traceability to leadership, earning positive feedback and establishing evidence for the modernization decision. The system remains a pilot rather than a completed production replacement.

Hy-Tek Intralogistics | Customer delivery and engineering maturity

Senior Director of Software Development | January 2026 - Present

- Lead delivery of a WES intended to use one software codebase across 10 customer distribution centers. Coordinate approximately 10 developers; the first two sites were in go-live testing as of September 2026.
- Oversee integration of Geek+ AMRs, Exotec ASRS, E80 AGVs, and AWL depalletizers alongside manual RF-directed material movement. Scope includes operator screens and workflows, supervisor management, and KPI reporting.
- Own delivery planning, software testing and quality assurance, and backlog health. Resolve design blockers, align work to available capacity, and coordinate staffing and customer management responsibilities.
- Improved CI/CD feature packaging and release versioning, then partnered with QA to establish virtual development, QA, and professional-services environments for staging releases before production.
- Enabled earlier defect discovery and a consistent release-promotion mechanism. Controlled environments help teams distinguish application defects from environmental and data issues while expanding automation around a manually intensive legacy testing process.

Technology: C#/.NET, Azure, Claude Code, Spec Kit, NATS, SQL Server, containers, CI/CD, event-driven architecture, legacy VB6/C++/ASP.NET

Vanderlande | Senior Manager, Software Development

August 2022 - January 2026

Led engineering and product-support teams for next-generation warehouse execution software and legacy products across North America and Europe. Earlier remit included five teams, one manager, and 30 engineers; scope later changed to two teams with one manager and eight engineers or QA staff.

- Improved deployment reliability and software quality through rigorous change management, repeatable deployment checklists, and refactoring that made development and testing more automation-friendly. Outcomes included more deployments without rollback and fewer post-deployment defects.
- Led development of a common library that standardized logging, security, message eventing, and other system functions through abstractions with swappable service providers. Advanced architectural consistency across 26 functional teams through shared standards and collaborative agreement.

Vanderlande | Integration and operational delivery

Senior Manager, Software Development | August 2022 - January 2026

- Directed development of a host communications gateway using Enterprise Integration Patterns and Spring Integration. Configurable, dynamic, bidirectional message transformation between host systems and the WES reduced dependence on application developers for integration changes.
- Supported an existing new-WES client while planning and implementing two additional customer projects. The gateway completed beta testing and was being applied to those two client projects before departure.
- Managed second- and third-line product support and post-live project support, connecting engineering decisions with customer implementation needs and operational issues.

Technology: Java, Spring Integration, Spring Boot, C#, Kubernetes, Docker, Kafka, Azure, Jenkins, Bamboo, Oracle, MongoDB, React

Sunday | Director of Engineering

January 2022 - July 2022

Led two managers and 25 engineers across three teams in Europe and North America for a payments startup. Directed architecture, engineering practices, recruitment, and team development for a B2B operations and customer-onboarding dashboard.

- Recruited, onboarded, and trained six engineers in four months, expanding the US engineering organization and integrating new hires into active delivery teams.
- Accelerated feature delivery by improving requirements refinement and developer understanding, then strengthening coding, testing, and validation practices. Tracked cycle time from the product owner's feature request through production deployment.
- Partnered with product management and operations to evaluate metrics and customer feedback and prioritize valuable client-onboarding capabilities.

Technology: Java, GCP, Spring Boot, PostgreSQL, MongoDB, React, JavaScript, Kafka

Feedzai | Senior Director of Software Engineering

January 2019 - January 2022

Led a global technical services organization of seven managers and 120 software engineers and contractors across the US, Europe, Australia, and Hong Kong. Reported to the Senior Vice President of Customer Success and owned a \$15M annual organization budget covering staffing, AWS services, software licensing, and hardware.

- Directed delivery of customized hosted and on-premises AI fraud-risk scoring solutions for major financial institutions, translating customer implementation requirements into coordinated engineering and support work.
- Doubled the technical services organization in 18 months and supported larger, more complex customer engagements during a period when company revenue grew 500%. Managed staffing growth alongside expanding delivery requirements.
- Reorganized individual project teams into shared resource teams, allowing capacity to move across projects. Standardized processes and shared knowledge reduced disruption when engineers joined or left and improved delivery performance, project costs, and release quality.
- Consolidated night and weekend on-call coverage across groups of projects, reducing required on-call support resources by 75% and saving approximately \$300,000 annually in supplemental support costs.
- Advocated for a quality engineering leadership role and QA team. The team built an automation framework for client-specific implementation and configuration testing, extending validation beyond unit tests and reducing escaped defects by 40% on key projects.
- Coached emerging leaders on communication, influence, and career choices. Maintained a multiyear mentoring relationship with an engineer who progressed through senior and principal roles into engineering management.

Technology: Java, AWS, Oracle, Cassandra, Angular, JavaScript, RabbitMQ/AMQP, Docker, Ansible, Jenkins

Leadership and succession

Develops leadership capacity through coaching, thoughtful delegation, and succession planning. Helps technically strong engineers build communication and decision-making skills, including navigating the choice between individual contribution and people management. Maintains mentoring relationships beyond direct reporting lines and employment transitions.

Honeywell | Senior Manager, Software Development

February 2016 - January 2019

Expanded leadership from one legacy-application team to five US and India Scrum teams with 27 developers. Scope included a pick-to-light software/hardware product and the flagship Warehouse Execution System.

- Earned broader responsibility through results with the initial team, consolidation of engineering leadership, and organizational growth that added two newly hired teams.
- Rebalanced skills and capabilities across previously uneven teams. Improved work planning and alignment with product ownership, increasing feature delivery and reducing sprint rollover.
- Aligned Scrum practices across US and India teams to support consistent delivery management and organization-wide development dashboards.

Technology: Java, C#, Spring Boot, AWS, SQL Server, Angular, JavaScript, RabbitMQ/AMQP, Docker, Ansible, Jenkins

Cox Media Group | Manager, Software Development

February 2014 - February 2016

Managed four US-based teams totaling 30 people delivering digital newspaper capabilities in a Python/Django content management system.

- Built two fully remote teams within six months and recruited 12 engineers. Participated in sourcing, conducted second-round interviews after HR screening, and selected candidates to advance to engineering interviews.
- Onboarded new engineers into their teams and assignments, establishing the context and guidance needed to contribute to active development work.
- Led delivery of web-based digital newspaper features and content capabilities for the group's first internally developed native mobile application on iOS and Android, improving the experience beyond a contracted content-wrapper approach.

Technology: Python, Django, web content management, native iOS and Android product delivery, Scrum

Surgical Information Systems | Manager, Software Development

February 2010 - February 2014

Combined engineering leadership, architecture, product management, and hands-on development for SISCom, a surgical patient tracking and status product used in 40 hospitals. Managed three engineers across the US and India.

- Guided a system of digital boards displaying near-real-time surgical patient status and pre- and post-operative needs across multiple departments, connecting clinical workflows to usable information.
- Modernized the Java software stack, replaced Flash-driven displays with HTML5, and separated the data service from the core SIS application to improve collection from external services and systems.
- Introduced Maven and Jenkins build automation, improving development capability and quality while reducing build time.
- Mentored engineers, reviewed code, planned delivery schedules, and coordinated across departments. Combined approximately 20% personnel leadership, 50% architecture and product management, and 30% software development.

Earlier career

Surgical Information Systems | Manager, Technical Services

June 2007 - February 2010

Led seven engineers and DBAs with a \$2M annual budget, primarily personnel costs. Forecast headcount against demand and allocated software and IT resources. Standardized installation and upgrade checklists and coordinated development of installer tools, reducing installation labor by 80% and upgrade labor by 50%.

Surgical Information Systems | Implementation Engineer

February 2004 - June 2007

Consulted on healthcare software implementations, configured systems and interfaces, and authored more than 30 installation guides and checklists.

Globalcare, LLC | Senior Software Engineer

January 1999 - February 2004

Developed provider-network import and pricing-maintenance software supporting medical claims repricing, negotiated network rates, and savings for insurers and patients.

Education

University of Tennessee, Knoxville | BBA, General Business Administration; minor in Computer Science