

JIM PETERS

SOFTWARE ENGINEERING LEADERSHIP

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Software engineering leader across healthcare, FinTech, and supply chain. Led organizations of 120 engineers and contractors with a \$15M annual budget. Builds capable leaders, dependable delivery practices, and modern software platforms. Currently advancing AI-assisted engineering and specification-driven modernization.

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 15 architects, developers, and DevSecOps engineers. Own delivery, quality, and an approximately \$150,000 annual Azure-focused cloud budget.

- Lead AI-assisted development with specifications, architecture standards, human review, and CI/CD validation. Claude Code adoption reached approximately 90%; 60% of engineers reported increased code output.
- Co-created a working WES modernization pilot with two colleagues in approximately 100 combined hours. Applied C#/.NET, NATS, SQL Server, and specification-to-code traceability; subsequent validation exceeded 5,500 unit and integration tests.
- Lead WES delivery for a planned 10-distribution-center deployment. First two sites were in go-live testing as of September 2026. Improved release staging and environment promotion.

Vanderlande | Senior Manager, Software Development

August 2022 - January 2026

- Led WES engineering and product-support teams. Improved deployment reliability through change management and automation-friendly development.
- Led a common services library supporting standards across 26 teams and a configurable Spring Integration gateway for host-to-WES messaging.

Sunday | Director of Engineering

January 2022 - July 2022

Led two managers and 25 engineers across three international teams. Hired six engineers in four months and improved request-to-production delivery through requirements refinement, testing, and validation.

Feedzai | Senior Director of Software Engineering

January 2019 - January 2022

Led seven managers and 120 engineers and contractors globally with a \$15M annual budget, delivering AI fraud-risk solutions for financial institutions.

- Scaled shared resource teams to support larger client engagements. Consolidated on-call coverage, saving approximately \$300,000 annually.
- Advocated for quality engineering and client-specific integration testing; escaped defects fell 40% on key projects.

Honeywell | Senior Manager, Software Development

February 2016 - January 2019

Expanded from one team to five US/India teams with 27 developers. Improved skill balance, planning, and product alignment for WES and pick-to-light software.

Cox Media Group | Manager, Software Development

February 2014 - February 2016

Led four teams totaling 30 people. Built two remote teams, hired 12 engineers, and delivered digital newspaper and native mobile capabilities.

Surgical Information Systems | Manager, Software Development

February 2010 - February 2014

Led SISCom architecture, product development, and three engineers. Modernized Java and HTML5 software supporting surgical workflows at 40 hospitals.

Earlier career and education

SIS: Technical Services Manager (2007-2010); Implementation Engineer (2004-2007). Globalcare: Senior Software Engineer (1999-2004).

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