

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.
- 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.
- 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.
- 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.

Vanderlande | Senior Manager, Software Development

August 2022 - January 2026

- 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.
- 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.

Led engineering and support teams in North America and Europe; earlier scope included five teams and 30 engineers. Supported WES client delivery and post-live operations.

Sunday | Director of Engineering

January 2022 - July 2022

- 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.

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.

- 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.

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.

- 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.

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.
- 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.

Surgical Information Systems | Manager, Software Development

February 2010 - February 2014

- 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.

Led three engineers and combined architecture, product management, and development for SISCom, used in 40 hospitals.

Earlier career

Surgical Information Systems: Manager, Technical Services (2007-2010) and Implementation Engineer (2004-2007). Led seven engineers and DBAs, managed a \$2M budget, and helped reduce installation and upgrade labor by 80% and 50%, respectively.

Globalcare: Senior Software Engineer (1999-2004). Built healthcare provider-network and pricing-data software.

Education

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