

Matthew Parker

Engineering Director & Manager | Product-Aligned Technical Leader

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SUMMARY

Engineering leader and operator with 15+ years building and scaling engineering organizations, including a 700% headcount expansion, most recently driving AI-native development practices that increased delivery velocity by 249%. I partner directly with product and business leadership on roadmap, prioritization, and execution. My strength is building the team culture, CI/CD processes, QA, architecture, and AI-enabled delivery practices that help fast-growing companies ship faster without breaking reliability, with a track record of 95% engineer retention over 8 years.

EXPERIENCE

Manager, Software Engineering · ModivCare, Denver, CO

Dec 2024 - Present

- Partnered with Product Management to shape engineering backlogs, translating business objectives into technical specs and delivery roadmaps across multiple product lines.
- Championed AI-assisted development org-wide, standardizing tooling (Claude Code, Copilot, Codex, SDD) across teams of up to 16 engineers.
- Owned end-to-end QA strategy across the SDLC, reducing pre-production defect escape rates; improved CI/CD pipelines to reduce deployment risk.

Director of Software Engineering · Booster Enterprises Inc., Norcross, GA

Dec 2016 - Nov 2024

- Owned end-to-end feature delivery for a high-growth fundraising platform; introduced A/B testing and data-driven prioritization.
- Defined and executed migration from monolith to microservices, enabling independent delivery across teams.
- Scaled the engineering org by 700%+ in headcount; built QA/release management practice and led PCI DSS compliance.

Lead Software Engineer · Booster Enterprises Inc., Norcross, GA

Sep 2015 - Dec 2016

- Introduced modern backend frameworks improving consistency and productivity; built observability maintaining 99.9% uptime.
- Led cross-functional incident response, reducing mean time to resolution on complex outages.

Director of Software Development · Viddler, Bethlehem, PA

Jan 2013 - Sep 2015

- Led end-to-end delivery for a video platform serving millions of users, managing a distributed team across the US, Poland, and the UK.
- Established Agile delivery rhythms; owned platform architecture for reliability and long-term maintainability.

Earlier: Interactive Manager, Klunk & Millan Advertising · Web Development Manager, UBM Canon · Aniglyphics: full-stack development, team leadership, and CMS architecture.

CORE COMPETENCIES

Engineering Leadership: Org Design & Scaling, Technical Roadmapping, Budget Ownership, Hiring & Performance Management

Platform & Architecture: Microservices, CI/CD, Cloud (AWS), IaC (Terraform, Pulumi), Distributed Systems

Process & Compliance: PCI DSS, HIPAA, SOC 2, QA Strategy, Agile/Scrum

Product Partnership: Roadmap Prioritization, A/B Testing, Data-Driven Decision Making

AI & Developer Productivity: Claude Code, Copilot, Cursor, Spec Kit, Codex, SDD, AIDLC

Security & Reliability: Observability, Reliability Engineering, SLO/SLA, Incident Response