

Michael Sgroi

Technology & Engineering Leader | Software Architect



Engineering leader with 10+ years of experience driving technical excellence and business growth across enterprise, startup, and consulting organizations. Proven track record transforming teams, scaling cloud infrastructure, and leading data-driven strategies. Combines deep full-stack expertise with strategic vision to guide cross-functional initiatives and mentor high-performing teams. Translates executive priorities into actionable technical roadmaps while balancing innovation, quality, and execution in fast-paced, high-stakes environments.

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Experience

Privy Pro Head of Engineering
Denver, CO Jan 2023 - Oct 2025

Led engineering and cross-functional teams at a real estate investment SaaS company specializing in patented comparative search technology and data-driven property analysis.

Leadership & Strategic Impact

- **Engineering & Product Leadership:** Managed engineering, UX, product, and delivery domains while establishing processes and scalable infrastructure that increased system reliability to **99.999% uptime**
- **Pricing Model Transformation:** Spearheaded implementation of market-based pricing strategy, resulting in **6% increase in upgrades** within first month and **13% improvement in net retention** over 90 days
- **Enterprise Integration Expansion:** Supervised development of branded service integrations that **onboarded 450+ users in a single weekend** and **drove 53% increase in weekly feature engagement**
- **Team Development:** Established engineering processes, team agreements, and growth opportunities while balancing agile principles with streamlined workflows tailored to company needs

Technical Achievements

- **Infrastructure Modernization:** Standardized **AWS ECS + Terraform** for scalable, repeatable deployments while implementing comprehensive monitoring (**Cloudwatch, Sentry, UptimeRobot**)
- **System Architecture Improvement:** Decoupled monolithic services into modular components (**Rails, Elixir, NextJS**), improving testing, stability, and code simplicity while **reducing bug reports by 98%**
- **Data Platform Expansion:** Expanded market coverage by **17%** by quantity of realtors and onboarded rental property data feeds while creating **data usage compliance monitoring** for external reporting
- **UX Enhancement:** Implemented Storybook for design consistency and introduced in-product CS tooling (**Intercom**) that contributed to **NPS score increase from 20 to 79**
- **Development Efficiency:** Streamlined development workflows with **Dockerized** environments and **automated tooling**, and led optimization efforts **reducing infrastructure costs by 8%**

Cross-Functional Leadership

- Partnered with department heads on **strategic planning and initiative alignment**
- **Led go-to-market efforts** for feature releases and pricing model updates ensuring timely releases
- Established standardized processes for **cross-team collaboration** between engineering, customer service, and sales
- Led implementation of a metrics tracking system to **inform product decisions and enhance internal reporting**

Trility Consulting Tech Lead/Senior Software Engineer
Urbandale, IA Jan 2020 - Nov 2022

Served as technical lead at a premium software consulting startup focused on delivering predictable, repeatable, and auditable results for clients across diverse industries.

Leadership & Project Management

- **Technical Direction:** Led engineering teams through **technical discovery, decision-making, and implementation** while defining **product strategy and project scopes**
- **Client Collaboration:** Managed product backlogs with clients to **prioritize work according to business objectives**, ensuring **on-time and on-budget delivery**
- **Team Development:** Conducted **technical interviews and designed screening processes**; trained client developers to augment handoff of software deliverables

Experience Cont.

- **Project Planning:** Created and adjusted **project estimates** based on evolving requirements while **managing day-to-day activities, milestones, and deliverables**

Technical Expertise

- **Full-Stack Architecture:** Designed and implemented complete application stacks from database to user interface using **Kotlin (Spring Boot, Android), Javascript (React, Redux, NextJS, HapiJS), C#, and React Native**
- **Cloud Infrastructure:** Configured and managed cloud resources including **PostgreSQL, Google Cloud Services, Azure, and Keycloak** authentication using **Helm, Terraform, and Bicep**
- **Testing & Quality:** Introduced and implemented comprehensive testing practices with **Jest/Enzyme (UI), Cypress (UI), and Kotest (API)** while **conducting code reviews** to maintain high quality standards
- **Performance Monitoring:** Implemented monitoring solutions including **Splunk, New Relic, and MDC context logging** to ensure **system reliability** and optimal performance
- **Data & Machine Learning:** Architected and implemented **machine learning-driven data pipeline** to **enhance automation, insight generation, and decision accuracy**

Business Impact

- **Sales Support:** Provided **technical guidance** for marketing and sales opportunities to **align solutions with client needs**
- **System Integration:** Coordinated with client teams to facilitate **seamless integrations with existing systems and CI/CD pipelines**
- **Process Improvement:** Identified and implemented enhancements to **developer productivity and code quality** while developing comprehensive technical documentation
- **Data Solutions:** Integrated **Debezium** for change data capture to **enhance monitoring and reporting capabilities**

Des Moines Area Community College

Des Moines, IA

Adjunct Professor

Jan 2021 - Jul 2022

- Taught introductory level Java to college students
- Provided real world coding concepts and best practices to better prepare students for the work force
- Tailored content and feedback to ensure that any areas in which students struggled received extra attention

Workiva

Ames, IA

Software Engineer

May 2018 - Jan 2020

Developed mission-critical components for a cloud-based SaaS platform simplifying financial, ESG, and compliance reporting for enterprise organizations.

- **Technical Development:** Built full-stack components in **Java, Python, and Dart** supporting multiple generations of the Wdesk product; implemented front-end filing functionality and robust back-end systems ensuring product **reliability and scalability**
- **Quality Leadership:** Organized learning sessions covering test tooling and standards that measurably improved **code stability**; championed **best practices** that balanced quality requirements with feature delivery timelines; created documentation to **standardize development approaches**
- **Team Impact:** **Interviewed and onboarded** high-performing team members who significantly contributed to team success; provided **technical mentorship** to both new hires and experienced teammates; participated in company guilds to **implement cross-organizational improvements**

Workiva

Ames, IA

Software Development Intern

Aug 2017 - May 2018

Amazon

Seattle, WA

Java Development Intern

May 2017 - Jul 2017

Workiva

Ames, IA

Test Software Development Intern

May 2016 - Aug 2016

Union Pacific Railroad

Omaha, NE

Java Development Intern

Jan 2016 - May 2016

Iowa State University

Ames, IA

Student Researcher

Aug 2015 - Dec 2015

Union Pacific Railroad

Omaha, NE

Java Development Intern

May 2015 - Jul 2015

Education

Iowa State University

Computer Engineering
Master of Science

3.75
2016 - 2018

Iowa State University

Computer Engineering
Bachelor of Science

3.73
2012 - 2016