# Michael Sgroi

## Head of Engineering at Privy Real Estate Investment

Engineering leader with 9+ years of experience driving technical excellence and business growth across enterprise, startup, and consulting environments. Proven track record of transforming development 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. Skilled at translating executive priorities into actionable technical roadmaps while upholding exceptional quality. Recognized for balancing innovation with execution in fast-paced, high-stakes technology environments.

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## Experience

### Privy | REAL Real Estate Investing
Denver, CO

**Head of Engineering**
**Jan 2023 - Present**

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 453 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
Urbandale, IA

**Senior Software Engineer**
**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
- **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, and Keycloak** authentication using **Helm and Terraform**
- **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

### 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**

## Amazon
Seattle, WA

Java Development Intern
**May 2017 - Jul 2017**

## Workiva
Ames, IA

Quality Assurance 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
3.75
Master of Engineering
**2016 - 2018**

**Iowa State University**
Computer Engineering
3.73
Bachelor of Science
**2012 - 2017**

**Kirkwood Community College**
Bachelor of Science
**2011 - 2012**