

Dave Burton

Executive Director of Engineering

Austin, TX | (512) 750-0625 | daveb@snox.net

- *Executive technology leader with 20+ years of software engineering, including 9+ years leading global teams of 40+.*
- *Proven track record of scaling teams, modernizing platforms, and delivering mission-critical systems with measurable business impact.*
- *Expert in translating strategy into execution, driving innovation in high-performance, low-latency systems, and building cultures of ownership, accountability, and excellence.*

KEY SKILLS AND ABILITIES

- **Stakeholder Management**
- **Mentorship and Growth**
- **Customer Focused**
- **Database Internals**
- **Network Protocols**
- **Team Building/Leadership**
- **Recruiting and Hiring**
- **Vendor Management**
- **Caching Technology**
- **C / C++ / Java Full SDLC**
- **Strategic Planning**
- **QA, Testing, DevOps**
- **Low Latency Expert**
- **Data Structures**
- **Algorithms**

PROFESSIONAL EXPERIENCE

FICO, INC

Executive Director, Market Leading Technologies

Led development of greenfield, ultra-low latency platform to replace a legacy revenue-critical system, ensuring zero disruption while accelerating innovation and long-term scalability.

Austin, TX

May 2024-

Present

- Built and scaled three global teams (40+ engineers, managers, directors), delivering a cloud-native, C++ platform ahead of schedule.
- Direct multi-level leadership, driving execution rigor, alignment, and operational excellence.
- Selected to 7-member executive team shaping strategy and portfolio direction.
- Led AI integration initiatives to accelerate product innovation.
- Improved hiring quality and efficiency by procuring an enterprise-wide interview platform that saved hundreds of hours annually.
- Led company-wide collaboration and innovation initiatives, redefining evaluation criteria to better reward impact, cross-functional collaboration and creativity.
- Recognized as a top performer in the FICO Leadership Academy, completing the program in one year with distinction for executive communication and influence.
- Built a high-trust, high-accountability culture, mentoring senior leaders, increasing engagement and organizational visibility, and sponsoring key promotions, including IC-to-manager transitions.
- Reduced QA costs by 50%+ while improving quality through platform modernization.

SERVICENOW, INC

Senior Manager, Database Systems

Led development of a next-generation HTAP database replacing a legacy core platform, enabling enterprise-scale growth.

Austin, TX

Mar 2021-

May 2024

- Delivered [RaptorDB](#) with a global team across 4 countries; on time, high quality.
- Replaced the core platform two months early, achieving ~2x performance gains.
- Drove up to 10x customer performance improvements through targeted optimizations.
- Unified teams post-acquisition, aligning culture, architecture, and execution.
- Mentored 2 directors, 5 managers, and 25+ engineers, drove promotions and organizational growth.

INFINITE IO, LLC

Software Development Manager

Austin, TX

Oct 2018-

Nov 2020

Led development of a high-performance, in-memory caching platform, accelerating NAS traffic by 10x+.

- Scaled team from 3 to 8 engineers across a distributed environment while maintaining delivery velocity.
- Redesigned architecture, reducing codebase size 37%, increasing throughput 36%, and cutting latency 5x.
- Expanded system capacity by 66% through memory optimization.
- Partnered cross-functionally to accelerate adoption and revenue growth.

CHARLES SCHWAB

Technical Director

Austin, TX

Jan 2018-

Oct 2018

Led mission-critical marketdata systems supporting trading operations, at enterprise scale.

- Directed Spectre/Meltdown mitigation across 1,000+ servers, dual-site environment with zero business disruption.
- Led cross-functional alignment across 30+ VPs and engineers, improving reliability and delivery.

MICRON TECHNOLOGIES

Principal Software Engineer

Austin, TX

Jun 2016-

Jan 2018

Led development of a NAND-flash optimized database engine advancing performance and concurrency.

- Patent hold for lock-free data structure innovation.
- STAR Award recipient for performance and customer impact.
- Mentored engineers and QA, strengthening team capability and delivery quality.

EDUCATION

Invited MBA, Distinguished Alumni, Fall 2022

Austin, TX

UCLA Extension, Technical Management Program, 102nd cohort, March 2022

Austin, TX

Texas A&M University, Computer Science

College Station, TX

ADDITIONAL SKILLS

- Inventor on two US Patents for advanced software engineering innovations, including runtime analysis systems and a lockless, order-based data tree traversal (2001: US7058927B2, 2019: US20200210482A1).
- National Champion skydiver (USPA Gold, Silver & Bronze) in 4-way and 8-way competition (2003-2013).
- Holder of three FAI world records for largest freefall formations (300, 357, and 400-way, 2002-2006).
- Six-time winner of the International Obfuscated C Code Contest (2015-2024), showcasing exceptional mastery of C programming, creativity and expertise. https://www.ioccc.org/authors.html#Dave_Burton.
- Nitrox EAN40-certified scuba diver (2022).
- Graduate of Skip Barber Formula Racing School and SCCA Full Competition License holder (2023-2025).
- Active member of executive peer advisory networks, including *Ambition-in-Motion* Executive Mastermind and *Connectd* fractional leadership community, committed to continuous leadership growth and strategic impact.