

Accomplished tech & product leader with expertise in scaling startups, IPO readiness, and compliance. Skilled in team building, engineering strategy, product roadmaps, and aligning tech with business goals. Experienced from Seed Stage to IPO.

## EXPERIENCE

### **Strategic Spokes, Remote** – *Owner*

MARCH 2024 – PRESENT | Fractional Leadership & Consulting

- Founded Strategic Spokes to provide fractional leadership consulting, leveraging over 15 years of engineering and executive experience to drive technological and organizational transformations for emerging tech companies.

Links & Companies: [Services](#), [Talent Llama](#) (Advisor), [YearOne](#) (fCTO)

### **Carrot Fertility, San Francisco / Remote** – *SVP of Engineering*

APRIL 2018 – MARCH 2024 | Fertility healthcare benefits platform

- Drove the growth of Carrot Engineering from 3 employees to over 60 while supporting company growth to over 400 employees, spearheading Engineering, Information Security, Data Privacy, Product, Program Management, and Data functions
- Launched several new product lines including the Carrot Card via modular, extensible benefit design available in over 100 countries generating millions in new revenue.
- Fostered a culture of career growth and feedback leading to several internal promotions to key leadership roles
- Successfully moved the company through spotless audit and compliance frameworks including HITRUST, PCI, AML, and SOC2

Links: [Series C Press](#), [Intl. Carrot Card Expansion](#), [Carrot Card DEI Award](#)

### **CommerceHub, Albany NY** – *Senior Manager, Engineering*

APRIL 2014 – APRIL 2018 | E-commerce drop-ship program management

- Led a 40+ engineering team, leading over 80% of the business's revenue
- Played a vital role in the business transition to a microservice-oriented architecture by moving from on-prem to cloud
- Led SOX audit effort to enable CommerceHub IPO spinoff

Links: [IPO News](#), [Performance Management \(our first cloud-hosted offering\)](#)

### **Hoopdog, Albany NY** – *Head of Engineering*

FEBRUARY 2012 – APRIL 2014 | Club Basketball Team & Tournament Management

- Co-founded Hoopdog, taking it from concept to revenue generation
- Designed the initial prototype and evolved it into a working system
- Hired and mentored interns, who have since grown into staff-level engineers

>> Software Engineer from 2009–2012. Please see [patcullen.me](https://patcullen.me) for full work history

## PERSONAL PRESS

[2022 Reinventing Nerds Podcast](#), [2022 CareMinds Podcast](#), [2022 CT0 Studio Podcast on Redefining QA](#), [2021 Alma Mater Interview](#)