

Paul Adams

Engineering Leader | Platform & Mobile Systems | Real Teams. Real Consequences.

Regulated scale · Distributed teams · Zero-downtime delivery

EXECUTIVE SUMMARY

Engineering leader who builds and operates regulated fintech, SaaS, and platform systems where reliability and security are constraints that make velocity possible. Known for translating regulatory and business constraints into delivery systems that sustain speed without sacrificing resilience. Led platforms processing \$7B+ in transactions and mobile systems embedded in \$9B+ enterprise ecosystems.

PROFESSIONAL EXPERIENCE

Senior Engineering Manager, Mobile

iSeatz, LLC (Embedded at American Express)

2025–Present

- Lead cross-functional mobile engineering teams (iOS, Android, MSL, QA) embedded with American Express, architecting identity and foundational user-experience systems for the Amex Travel app, serving millions of Card Members via iSeatz’s \$9B+ loyalty platform.
- Define and implement a mobile integration contract separating enterprise release governance from internal delivery, improving release independence and reducing coordination friction across complex approval cycles.

Software Development Manager

Dayforce, Inc.

2022–2025

- Led multiple scrum teams across iOS, Android, .NET gateway, and TypeScript web—scaling delivery through a direct-report manager—for a regulated fintech platform processing \$7B+ for 860K users under PCI DSS and SOC 2.
- Paused feature delivery to address rising fraud risk and executed a zero-downtime U.S. bank migration, aligning product, risk, and engineering teams around an ML-assisted remediation that reduced fraud exposure by 82%.

Software Development Manager, Mobile

Quore LLC

2019–2022

- Stabilized and scaled a global hospitality platform used by 81K+ daily users across 7,300+ properties.
- Rebalanced the roadmap toward debt reduction and release automation, aligning team incentives around stability first and achieving a 99.98% crash-free rate and a 28% increase in delivery speed.

Mobile Architect & Platform Strategist

Independent Consulting

2015–2019

- Architected reusable mobile platforms for white-label companies and direct engagements, delivering 200+ branded deployments from shared codebases using configuration-driven, multi-tenant architectures.

Senior IT & Operations Leader

U.S. Army (Airborne & Special Forces Units)

- Led technical teams across Europe, Latin America, and the Middle East, enabling counterterrorism, combat, and humanitarian operations. Zero security incidents. Established mission-readiness systems adopted command-wide.

OPERATING SCALE & CONTEXT

- Regulated fintech & enterprise SaaS
- Distributed teams across North America, Europe, India, and Latin America
- Always-on, audit-bound environments

ENGINEERING SYSTEMS & PRACTICES

Security & Compliance

PCI DSS · SOC 2 · GDPR · ISO 27001 · OWASP · Data Protection & Encryption

Risk, Reliability & Operations

Fraud Detection Systems · ML-Assisted Risk Controls

Observability · Incident Response · Controlled Change

Platform & Distributed Systems

Microservices · Event-Driven Architectures · Distributed Data Flows · Integration Boundaries (Apache Kafka)

Cloud & Delivery Systems

AWS (ECS, Lambda) · Azure (AKS, Functions, Service Bus)

CI/CD Automation · Infrastructure as Code (Terraform)

Mobile & Client Platforms

iOS (Swift) · Android (Kotlin) · Mobile Service Layers

Release Orchestration & Store Readiness

LEADERSHIP FOUNDATIONS

- U.S. Army Ranger School
- Advanced IT Leader Course, *Honor Graduate*

EDUCATION

Thomas University

- Graduate Study, Clinical Mental Health Counseling
- Bachelor of Arts, Psychology, *magna cum laude*