

Paul Adams

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

Regulated scale · Distributed teams · Zero-downtime delivery

EXECUTIVE SUMMARY

Engineering leader with deep experience building and operating regulated fintech, SaaS, and platform systems where reliability, security, and execution directly protect revenue and trust.

Led multi-surface platforms processing \$7B+ and embedded within \$9B+ enterprise ecosystems serving millions of users globally. Known for translating business and regulatory constraints into resilient architectures and delivery systems that sustain speed without sacrificing quality.

PROFESSIONAL EXPERIENCE

Senior Engineering Manager, Mobile

iSeat, LLC (Embedded at American Express)

2025–Present

- Lead cross-functional engineering teams (iOS, Android, MSL, QA) embedded with American Express, owning identity and user experience systems within the Amex Travel app—a \$9B+ loyalty platform serving millions of Card Members.
- Established a mobile integration contract decoupling Amex release governance from internal platform iteration, reducing delivery friction across enterprise approval cycles.

Software Development Manager

Dayforce, Inc.

2022–2025

- Led engineering across a multi-surface fintech platform (iOS, Android, .NET gateway, support portal) under PCI DSS and SOC 2, processing \$7B+ for 860K+ users.
- 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 across 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 mission-critical secure systems in environments with near-zero tolerance for failure, shaping my approach to reliability, decision-making under pressure, and operational discipline.

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

EDUCATION

Thomas University

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

LEADERSHIP FOUNDATIONS

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