



[CHP. 1]

SYSTEM CAPACITY

High-integrity technical leader and operator who builds the systems—technical and organizational—that make high-performance delivery inevitable. Expert in unit economics and radical transparency, specializing in de-risking technical debt and aligning architecture with the P&L to ensure velocity translates to margin. Productized innovation from within a services P&L and stabilized globally distributed engineering organizations through extreme volatility. I'm a force of nature when aligned with a shared vision and a goal worth achieving.

I provide the technical leadership required to scale without the bullshit.

View the full interactive resume online at <https://resume.timgunter.ca/cto-a>

[CHP. 2]

FUNCTIONAL SUBSYSTEMS

ORGANIZATIONAL & CULTURAL ENGINEERING

Built high-trust, high-autonomy engineering cultures across globally distributed teams spanning multiple continents, time zones, and working cultures. Designed async-first communication norms, timezone-equitable meeting cadences, and documentation-driven decision processes that create cohesion without demanding cultural conformity. Used radical transparency and data-driven alignment to retain talent during corporate restructuring and acquisitions.

INFRASTRUCTURE & FISCAL SOVEREIGNTY

Expert in cloud architecture, data sovereignty and cloud repatriation, hardware-level optimization, and cost containment. Specialized in reclaiming fiscal leverage from public cloud providers by maximizing hardware utilization and implementing comprehensive IaC/automation.

PRODUCT-LED TECHNICAL STRATEGY

Identified and productized repeatable technical assets within service-based P&Ls. Navigates the "Build vs. Buy" landscape to ensure technical investment aligns with long-term business value.

SYSTEMIC MODERNIZATION

Refactored legacy "artisanal" manual environments into versioned, automated, and horizontally scalable architectures. Expert at identifying and neutralizing "single-point-of-failure" technical debt that threatens business continuity.

NARRATIVE & TECHNICAL TRANSLATION

Distills complex architectural diagrams and technical risks into succinct, actionable insights for non-technical stakeholders, board members, and clients.

SECTION 2.1

COMMUNICATION PROTOCOLS

English	NATIVE SPEAKER
Engineer	NATIVE SPEAKER
French	A2

SECTION 2.2

TRAINING MODULES

Certified Scrum Master (CSM)	Sep 2019
SCRUM ALLIANCE	

Certified Scrum Product Owner (CSPO)	Dec 2019
SCRUM ALLIANCE	

[CHP. 3]

FIELD DEPLOYMENT RECORD

SPEAKING ENGAGEMENT

♦ **LiveVision: Real-time AI Video Processing and Ingest at the Edge** —NVIDIA GTC 2026 (Mar 2026)
Invited to present at the premier global AI conference on the architecture of LiveVision. Detailed the engineering requirements for near real-time AI video understanding, focusing on edge-broadcast pipelines and the orchestration of high-concurrency model inference.

TRADESHOW DEMO

♦ **LiveVision "Pragmatic AI" Foundry Demo** —CES 2026 (Jan 2026)
Conceived and executed a live, on-prem technical demo for the CES Foundry, showcasing a fully operational computer vision pipeline. Successfully secured Capex for DGX Spark/Lenovo Neo infrastructure and managed a fast-moving delivery team to prove the economic and operational viability of AI-native media workflows to global C-suite stakeholders.

OPEN SOURCE

- ♦ **Infrastructure & Community Platforms** —<https://github.com/vanilla>
Active contributor to the open-source community, with a focus on high-traffic infrastructure and community-scale software architecture. Historically served as a core contributor to the Vanilla Forums ecosystem, ensuring the security, extensibility, and performance of a platform powering thousands of global communities.
- ♦ **Resume Engine** —<https://github.com/kaecyra/resume> (Feb 2026)
Architected a schema-driven resume deployment platform to demonstrate Chat Oriented Programming (CHOP). This project serves as a live experiment with code quality and systematic prompt engineering when using LLMs with a clear technical vision. The system establishes total data sovereignty and demonstrates how to orchestrate AI for responsible, low-friction delivery.

[CHP. 4]

OPERATIONAL LOG

LOG 001	.MONKS	ACTIVE	PERIOD
ROLE	Vice President of Engineering		Jul 2024 - Present
LOC	Remote		

Monks (formerly TheoremOne and Formula.Monks) tackles ambitious, convoluted, and scary software engineering challenges on behalf of large organizations that aren't nimble enough to go it alone.

Stepped into global leadership of a 300-person engineering org distributed across North America, Latin America, and EMEA during extreme organizational volatility following a predecessor's exit. Tasked with stabilizing 30+ concurrent projects while pivoting toward an AI-native service model. Reduced turnover through radical transparency and data-driven resource management.

- ♦ **RESOURCE ARBITRAGE & PRODUCT INNOVATION:** Architected and delivered LiveVision, an AI-powered real-time video processing platform, by putting "bench" engineering resources to work and securing non-traditional Capex funding. Validated the architecture via a live CES 2026 Foundry demo and an invited session at NVIDIA GTC 2026.
- ♦ **FISCAL DISCIPLINE & STAFFING AUTOMATION:** Engineered a data-driven staffing and margin calculator to replace "spreadsheets and whispers." Automated the generation of finance-ready "justification snippets," forcing architectural and budgetary alignment between Sales and Delivery.
- ♦ **ORGANIZATIONAL STABILIZATION:** Assumed leadership of a globally distributed 300-person engineering org spanning NA, LATAM, and EMEA during extreme corporate volatility. Maintained 90%+ retention of critical SMEs through radical transparency and the deployment of a searchable "Skillbased" talent database.
- ♦ **REVENUE-FOCUSED SME PROGRAM:** Stood up a pre-sales Subject Matter Expert (SME) program, giving the sales team direct access to deep technical authority to compress sales cycles and secure high-complexity Enterprise deals.

LOG 002	.MONKS		PERIOD
ROLE	Director of Engineering		Feb 2022 - Jul 2024
LOC	Remote		

Exercised senior technical authority over a major account group, overseeing the engineering execution of high-complexity, multi-team engagements.

- ♦ **HIGH-STAKES DELIVERY:** Led the successful execution of multiple 8-figure, multi-team projects. Managed end-to-end delivery including technical staffing, performance management, and strict budgetary control.
- ♦ **TRUST-BASED PRE-SALES:** Established immediate client confidence in high-pressure pre-sales environments, translating Monks' technical capabilities into defensible delivery roadmaps for Enterprise prospects.
- ♦ **ENGAGEMENT ORCHESTRATION:** Structured and staffed high-performing delivery teams across multiple time zones and cultures for ongoing client projects, maintaining technical continuity and keeping delivery aligned with business goals.
- ♦ **OPERATIONAL TOOLING:** Iterated on internal engagement management tools to increase reporting accuracy and improve project sightlines, so teams could catch risks earlier.

LOG 003	HIGHER LOGIC		PERIOD
ROLE	Global Platform Leader		May 2021 - Jan 2022
LOC	Remote		

Joined Higher Logic via their acquisition of Vanilla Forums.

Post-acquisition platform lead responsible for the integration of Vanilla Forums into the Higher Logic ecosystem. Audited legacy infrastructure and enforced modern DevOps standards across five global platforms to reduce operational risk and optimize COGS.

- ♦ **MODERNIZATION OF LEGACY DEBT:** Led the transition of a legacy Windows/.NET stack from "artisanal" manual deployments to a versioned, automated blue/green pipeline. Massively increased deployment frequency while reducing human toil and COGS.
- ♦ **ARCHITECTURE DE-RISKING:** Initiated the refactoring of a vertically-scaled, 768GB single-point-of-failure database architecture into a horizontally scalable model, regaining technical sovereignty and reducing cloud provider lock-in (AWS).
- ♦ **CULTURAL EXPORT:** Served as the technical bridge during the Vanilla acquisition, training legacy staff on modern IaC, observability, and automated deployment paradigms to standardize high-performance engineering across five global platforms.

LOG 004	VANILLA FORUMS		PERIOD
ROLE	Chief Operating Officer		Sep 2017 - May 2021
LOC	Montreal		

Vanilla delivers customized online community software targeted at customer support and brand engagement sectors.

Scaling and Operations lead on the journey from \$0 to \$10M ARR. Architected the cross-functional organizational infrastructure (HR, InfoSec, CX, and Engineering) required to sustain high growth, eventually leading the organization through a successful, profitable acquisition by Higher Logic.

- ♦ **ORGANIZATIONAL SCALING (\$0 TO \$10M ARR):** Designed and executed the "Human Stack" required for a profitable acquisition, scaling the engineering, CX, and Infosec teams from inception through successful exit.
- ♦ **SECURITY AS A SALES LEVER:** Built the Infosec organization from scratch and achieved SOC2 compliance, moving security from a "cost center" to a competitive advantage that unlocked the Fortune 500 market.
- ♦ **INFRASTRUCTURE SOVEREIGNTY:** Scaled the global footprint from one to four data centers (including EU expansion). Used a private-cloud-first strategy to maintain higher total utilization and lower overhead than industry standard public cloud alternatives.

LOG 005	VANILLA FORUMS		PERIOD
ROLE	Vice President of Operations		Nov 2013 - Sep 2017
LOC	Montreal		

Designed and built the foundational multi-tenant SaaS architecture from the ground up. Executed a strategic move from public to private cloud to reclaim performance margins and reliability, establishing the technical sovereignty that defined Vanilla's market competitiveness.

- ♦ **SAAS FOUNDATION ENGINEERING:** Conceived, designed, and implemented the multi-tenant SaaS hosting architecture that powered Vanilla's core offering.
- ♦ **IAC & OBSERVABILITY:** Developed a proprietary agent-based provisioning and monitoring system, establishing a "single pane of glass" observability culture that enabled high-availability across multi-provider and multi-region deployments.

LOG 006	VANILLA FORUMS		PERIOD
ROLE	Director of Operations		Jul 2012 - Nov 2013
LOC	Montreal		

Tasked with transitioning the core open-source product into a multi-tenant SaaS platform while overcoming the performance and reliability limitations of public cloud infrastructure.

- ♦ **CLOUD REPATRIATION:** Executed the strategic migration from public to private cloud infrastructure to reclaim performance margins and reliability.
- ♦ **SAAS ENGINEERING:** Engineered the custom production code and tooling required to transform a single-instance open-source codebase into a high-scale, multi-tenant SaaS platform.
- ♦ **SUPPORT ORG FOUNDATION:** Established the initial Customer Support team; defined service level objectives (SLOs), hiring criteria, and cultural standards to align technical support with business growth.