Thomas Lockney

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Executive Summary

Engineering leader with a distinctive blend of technical depth and strategic leadership, known for transforming complex technical initiatives into measurable business outcomes. Over 25 years of progressive experience scaling engineering organizations and driving technological innovation at Fortune 500 companies and high-growth tech firms.

Core competencies include:

- **Strategic Vision & Execution**: Demonstrated track record of aligning engineering initiatives with business objectives, including architecting HubSpot's developer platform strategy and contributing to Nike's digital transformation initiatives, **driving $250M+ in revenue impact**

- **Technical Leadership**: Deep expertise in platform architecture, distributed systems, and developer experience, managing complex technical ecosystems serving millions of users and processing billions of data points

- **Organizational Development**: Built and scaled high-performing engineering organizations of 50+ engineers, fostering cultures of innovation, continuous learning, and technical excellence

- **Cross-Functional Leadership**: Strong history of building partnerships across product, business, and engineering teams to deliver transformational initiatives while maintaining technical excellence

- **Platform Strategy**: Proven ability to conceptualize and deliver developer platforms and tools that drive business growth, including APIs, SDKs, and extensibility frameworks that increased customer MRR and drove 48% growth in deals won

Experience

HubSpot

Engineering Group Lead, External Developer Platform June 2021-June 2024

Led HubSpot's developer platform organization, driving strategic vision and execution across the entire external developer ecosystem. Responsible for platform architecture, developer experience, and technical strategy enabling partners and customers to build on HubSpot's marketplace.

Strategic Impact:

- Built and scaled an engineering organization of 45+ engineers across 10 teams, including 4 staff engineers and multiple levels of engineering leadership

- Architected and delivered HubSpot's first React-based UI extensibility platform and serverless compute offering, **driving 48% growth in deals won** and significant MRR expansion

- Established technical governance model and platform-first strategy, dramatically improving cross-organizational collaboration and reducing time-to-market for partner solutions

- Transformed developer experience through comprehensive SDK modernization, API tooling improvements, and developer workflow automation

Nike

Engineering Leader, Nike Communications Platform 2018 - June 2021

Led Nike's strategic initiative to consolidate and modernize global marketing communications infrastructure, delivering a unified platform handling 30M+ personalized messages per hour.

Key Achievements:

- Drove technical strategy and execution for Nike's first unified communications platform, **generating $250M+ in attributable revenue**

- Built and mentored multiple engineering teams delivering core platform services, data infrastructure, and marketing automation tools
- Established cross-team organizational model enabling consistent delivery across distributed engineering teams
- Led technical discovery and implementation of privacy-first architecture ensuring compliance with global regulations

Sr. Engineering Manager, Nike+ Platform Feb 2014 - 2018

Directed engineering strategy and delivery for Nike's digital fitness platform, supporting Nike Run Club and Training Club apps with **1.2B+ tracked activities**.

Key Accomplishments:

- Scaled platform infrastructure to support 10x growth in user activity while optimizing operational costs through innovative architecture
- Led successful migration of decade-worth of fitness data while maintaining system performance and reliability
- Established DevOps culture across organization, resulting in **80% reduction in deployment time** and significant improvement in system reliability
- Founded Nike's tech talk series and developer advocacy program, substantially improving engineering hiring pipeline and technical brand
- Architected privacy-centric data management system enabling compliance with GDPR and CCPA while maintaining platform functionality

Janrain
Principal Architect / Engineering Lead Feb 2013 - Jan 2014

Led technical strategy and architecture modernization for Janrain's identity management platform serving Fortune 500 clients.

Key Achievements:

- Architected distributed extension framework enabling rapid customization of identity services while maintaining platform stability
- Established engineering excellence program improving project predictability through standardized CI/CD practices and development workflows
- Drove technical mentorship program raising engineering capability across teams through architectural reviews and technical guidance

Cisco / ClearAccess (acquired by Cisco)
Senior Software Engineer Nov 2011 - Jan 2013

Developed broadband modem management software and simulation environment.

Simple
Senior Software Engineer Aug 2010 - Oct 2011

Designed back-end account reconciliation system and integration with transaction processing partner.

TriActive
Senior Software Engineer Oct 2004 - Aug 2010

Designed and implemented scalable system for remote systems management.

Esoterix
Senior Software Engineer May 2001 - Oct 2004

Developed clinical trials data management software and patient lab result reporting system.