

Adrian Thompson

| Sr. Engineering Manager | Coquitlam, B.C. (Vancouver) | [REDACTED] |
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Results-driven Senior Engineering Manager with 15+ years leading high-performing teams across healthcare, enterprise, and internet infrastructure. Proven track record in leadership excellence and experienced in scaling teams, and guiding technical strategy with a focus on resilience, risk management, and digital independence.

Core Competencies

- **Strategic Technology Leadership:** Skilled in shaping technical roadmaps, guiding architectural decisions, and aligning technology investments with long-term organizational goals.
- **Digital Infrastructure & Security:** Deep understanding of secure, scalable systems and risk mitigation strategies, with experience delivering mission-critical solutions for healthcare and enterprise clients.
- **Risk Awareness & Mitigation:** Proficient in identifying emerging threats, developing proactive safeguards, and ensuring business continuity under complex conditions.
- **Organizational Integration:** Led teams through acquisitions and cross-company integrations, standardizing practices while preserving operational performance.
- **Inclusive Team Leadership:** Proven track record of building high-performing, collaborative teams with 0% attrition over three years by fostering transparency, trust, and professional growth.

Experience

Manager / Sr. Manager of Engineering, Enterprise Team - PlushCare/Accolade/Transcarent

2022-Present | Vancouver, BC

Following PlushCare's acquisition by Accolade, led the Enterprise Team through complex integration initiatives, unifying iOS, Android, and Web applications while bridging organizational cultures. Spearheaded the successful launch of [Blue Shield - Virtual First Care](#), a flagship B2B healthcare solution serving thousands of members.

Key Achievements:

- Maintained 75-85% sprint completion rate while delivering complex enterprise features with minimal defects.
- Managed high-value technical delivery for Fortune 500 partners including State Farm, United Airlines and Blue Shield of California.
- Achieved 0% team attrition over three years through strong leadership and culture-building initiatives.
- Ranked in top 10% of engineering managers company-wide for team satisfaction scores.
- Established transparent communication practices and collaborative team culture.
- Implemented bi-weekly 1:1s and quarterly career development planning for all direct reports resulting in two promotions with three more on track.
- Founded engineering book club and technical workshops, improving team skill levels.

Key Technologies: Jira, Trello, GitHub, CodeCov, Confluence, Workday, Uplevel Team, Lucid Chart

Team Lead / Sr. Full Stack Engineer - PlushCare/Accolade

2020-2022 | Vancouver, BC

- Launched and led the Enterprise Team bridging B2B and B2C services.
- Served on cross-functional Architecture and Agile Committees, standardizing best practices across 5 engineering teams.
- Led migration efforts from monolithic Django app to microservices, reducing complexity and production bugs.
- Introduced caching layers and database optimizations, improving API response times by up to 100x.
- Helped improve code coverage on the monolith to 80% and launched new microservices with 90%.
- Architected and implemented secure document management system handling HIPAA-compliant medical records for millions of patients.

Key Technologies: Python, AsyncIO, SQLAlchemy, Unit Tests, CodeCov, React, JavaScript, Typescript, MySQL, Postgres, Kafka, Redis, AWS

Freelancer, Self Employed

2010-2020 | Canada

- **SmartBe Wealth Project:** Lead Django developer, responsible for complex code and deployment processes.
- **Success Office Systems:** IT and Datacenter Consultant, trained new IT manager and maintained datacenter servers.
- **Millennial Foundation:** Communications and Technology Strategy advisor, planned IT infrastructure and financial system software for charity investment bank.

Manager of IT Services - Success Office Systems

2014-2019 | Regina, SK

- Implemented enterprise VoIP reducing telecom costs by 90% and improving reliability.
- Architected multi-site VPN supporting 50+ employees across Saskatchewan.
- Executed datacenter migration to Tier II facility, achieving 99% uptime.
- Managed vendor relationships and technology procurement, optimizing limited IT budget.
- Conducted requirements gathering and solutions for government RFP contracts.
- Established policies and disaster recovery procedures improving business continuity.

Software Architect / Project Lead - Priologic / Cisco Systems

2010-2012 | Victoria, BC / San Jose, CA

- Led global expert teams and organized daily scrums.
- Wrote software documentation and project requirements.
- Determined major timelines and milestones for projects.
- Created release strategies synchronized with platform code development.

Sr. Programmer - Inlight Entertainment

2008-2010 | Victoria, BC

- Designed and wrote game engines used by Fisher Price, Disney, and DreamWorks.
- Collaborated with designers, producers, and programmers on children's educational software.
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Sr. Product Designer / Developer - Pelican Software-

2004-2007 | Nanaimo, BC

- Designed and developed front-end of online yearbook editing software.
- Maintained and secured Solaris server infrastructure.

Skills

Leadership: Inter-Team Collaboration, Conflict Resolution, Career Coaching

Technical: Coaching, Code Reviews, Unit Testing, Architecture, Documentation

Project Planning: Agile/Scrum, Prince2, Jira

Clients: Requirements Gathering, Client Management, Training, Research

Languages: JavaScript, Typescript, Python, Rust, *Nix Shell

Frameworks: React, Node, Django, Flask, AioHTTP, FastAPI, Connexion

Databases: MySQL, PostgreSQL, MSSQL, Redis

Virtualization: Docker, Amazon EC3 / Lamdas, Virtual Box, Solaris Containers, KVM

Operating Systems: Windows, MacOS, Solaris, SmartOS, FreeBSD, Linux, Android

Experience: Wire-framing & Business Logic, Software Architecture\

Interests and Activities

Amateur Radio (VA7WPR) | IoT and programming RISC V with Rust | Off-roading, motorcycling | Cooking, Beer Making, Homemade Fermented Hot Sauce

