

# MICHAEL COONEY

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## VICE PRESIDENT | CTO | SENIOR LEADERSHIP - SOFTWARE ENGINEERING

### MISSION-FOCUSED IT EXECUTIVE | TEAM BUILDER | GROWTH-MINDED TECHNOLOGIST

**Strategic and people-centric IT leader**, driving innovation, scaling operations, and transforming legacy systems into modern, high-growth, high-margin SaaS platforms. Combine deep technical expertise with building and mentoring high-performing teams that consistently deliver measurable results and sustainable systems—a trail of success that continues long after transition.

Trusted change agent, known for cultivating collaborative cultures where individuals thrive and innovation flourishes. Lead transformation across product lines, cloud, and AI initiatives, while spearheading meaningful engagement from informative newsletters to soft-skill workshops. Align technology with purpose. Energized by opportunities within socially conscious, community-minded organizations serious about making long-term positive impact.

### AREAS OF EXPERTISE

IT Strategy & Leadership | Software Engineering & DevOps | Cloud Transformation | Scalable Systems Architecture | AI, RAG & Emerging Technologies | Corporate & Federal Contracts | Cost Reduction & Automation | Culture & Talent Development | SaaS Product Development | AWS Serverless Architecture | Agile/SAFe | FedRAMP HIGH

### EXECUTIVE EXPERIENCE

#### JUVARE

2021 to 2025

##### Vice President, Software Engineering (2024 to 2025)

Directed buildout of U.S. development teams, hiring and mentoring 5 product teams that delivered revenue-generating solutions. Partnered with product leadership to drive innovation and shape next-gen offerings. Headed AI transformation, creating proofs of concept and tools to enhance client value and engineering productivity. Led cross-functional team of 35 utilizing .NET, C#, Java, Typescript, React, Playwright, Cypress, GitLab. Collaborated daily with overseas teams.

##### Leadership Impact:

- **Guided delivery of Juvare's largest federal contract (\$4M+ ARR)**, driving SaaS platform strategy, hiring and training 13 developers across 2 teams, and executing continuous feedback, ensuring alignment; outcome validated company capabilities in federal space and positioned Juvare for future growth.
- **Launched** short daily training sessions ("The University") to deepen DevOps and company tech stack fluency for development teams, fostering hands-on experience, cross-team collaboration, and sustained engagement beyond the program.
- **Built and sustained positive team culture with exceptionally low turnover** (1 departure in 10+ years) and 8–9 internal promotions by nurturing collaboration, ownership, and accountability.
- **Personally wrote PoCs using Go and AWS Bedrock** to jumpstart and lead Juvare's AI journey.

##### Highlights

Transformed legacy software operations into modern, agile platform strategy aligned with evolving SaaS market demands.

##### Senior Director, Software Engineering (2021 to 2024)

Shaped strategic direction, development, and delivery of software solutions to support emergency preparedness and incident response. Oversaw engineering teams, driving agile software development practices and ensuring scalable, secure, robust platforms. Partnered with product, security, and executive leaders, optimizing development of mission-critical solutions. Led team of developers and software support. Leveraged Scaled Agile Framework (SAFe) to coordinate product asks, requirements, and development.

##### Highlights

Scaled U.S. Engineering from 3 to 35+ and delivered reusable AWS microservices, creating new revenue in private and federal sectors.

##### Leadership Impact:

- **Consolidated 14+ fragmented ETL (extract, transform, load) processes** across 9 codebases into a reusable AWS microservice architecture within 4 months, accelerating integrations, unlocking new revenue and removing key barriers to contract wins.

- **Enabled federal product development**, positioning Juvare for expansion into U.S. public sector by building and leading Juvare's U.S. engineering organization from 3 unstructured development to 5 high-performing teams (35+ engineers).

## IDEMIA

**2000 to 2021**

### Director, Software Engineering & Cloud Services (2019 to 2021)

Steered design, development, and delivery of cloud-native identity and security solutions. Oversaw national team of 50+, modernized legacy platforms, and drove cloud strategy to support scalable, secure services for government and enterprise clients.

#### Leadership Impact:

- **Spearheaded automation initiatives across North America**, eliminating 3,000+ hours (\$300K) per delivery cycle and projecting 45,000 hours (\$4.5M) in annual savings across 15 product deployments.
- **Championed cloud transformation as AWS-certified leader, upskilling 200+ employees and fostering cloud-first culture** via lecture series, technical forums, and peer learning programs.
- **Directed high-visibility rapid prototyping team, accelerating time to market for new products**, showcasing emerging technologies, and earning IDEMIA international recognition for innovation and execution.

### Chief Engineer (2015 to 2019)

Directed cross-functional teams of 35+ engineers and support staff to deliver complex, high-impact solutions across North America. Led development and rollout of IDEMIA's flagship Back Office and next-gen Back Office platforms, deployed in 40+ state DMVs, enhancing operational efficiency and service delivery at scale.

#### Leadership Impact:

- **Led enterprise-wide shift to agile QA, transforming slow waterfall process into streamlined, scalable approach**, cutting approval time from weeks to hours while maintaining full coverage during customer growth period.
- **Empowered process ownership while eliminating waste, boosting efficiency, and enabling continuous improvement** by driving cross-functional culture change across engineering, infrastructure, and support teams.
- **Facilitated hourly deployments and laid foundation for DevOps maturity** via design and implementation of IDEMIA's first continuous integration process.

#### Previous Roles:

*Product Software Manager, Principal Software Engineer, Senior Software Engineer at IDEMIA; **Lead Developer & Owner at Boku Strategy Games; Captain, U.S. Air Force** / Information System Administrator at U.S. Air Force Space and Missile System Center*

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## EDUCATION & CERTIFICATIONS

**Master of Science in Computer Engineering** – Ohio State University

**Bachelor of Science in Computer Engineering** – Clarkson University

#### Achieved Certifications

CompTIA Security+

AWS AI Practitioner Certified

ISC2 Certified in Cybersecurity (CC)

AWS Certified DevOps Engineer – Professional

AWS Certified Solutions Architect – Associate & Professional

AWS Certified Developer – Associate

AWS Certified Security – Specialty

AWS Certified SysOps Administrator – Associate

HashiCorp Certified – Terraform Associate

Certified SAFe® 4 Practitioner

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## PROFESSIONAL MEMBERSHIPS

**ISC2 – International Information System Security Certification Consortium** | Member | 2024 to Present