

BRASS TRACKS

Current Introductions

CONFIDENTIAL

Brass Tracks is the search and talent advisory partner for founder-led B2B technology companies making consequential hires.

Current Introductions is a rotating glimpse of exceptional professionals who have earned our confidence, representing only a small sample of the broader talent network Brass Tracks can reach through a dedicated search.

Each person featured has been personally interviewed and thoughtfully selected. If someone stands out, I'd be glad to connect you directly, with no fee or obligation.

Tim Paul

FOUNDER, BRASS TRACKS

timothy@brasstracks.us

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PROFILE 01 ★ VETERAN

AUSTIN, TEXAS

VP, Product & Technical Strategy

Turns operational complexity into products that ship.

WHY THEY MADE THIS EDITION

Few product leaders have owned a \$260M P&L, run a 1,200-person operation, and shipped AI and robotics products used by 200,000 employees. That range of operating experience, forged first as a commissioned Army officer and sharpened by a West Point and MIT foundation, is difficult to find in one person.

REPRESENTATIVE ACHIEVEMENTS

- Commissioned Army officer; West Point Honor Graduate; MIT Sloan MBA
- \$320M in annual savings across 12 shipped initiatives
- Owned product lifecycle for platforms serving 200,000 employees
- \$260M P&L owned as a national category manager

AT A GLANCE

Senior product leader who has owned technology product strategy for a global fulfillment network, spanning software, hardware, and AI-driven systems.

WHY THEY STAND OUT

Moves fluidly between three-year product vision, technical architecture, and frontline execution, translating operational complexity into products used by hundreds of thousands of employees.

BEST BROUGHT IN TO

- Zero-to-one product strategy
- Cross-functional alignment at scale
- AI, automation, and hardware-enabled products
- Turning internal tools into scalable products

HOW THEY OPERATE

- Leads with clarity on problem and success metric
- Delegates real ownership to capable people
- Challenges assumptions with evidence

IDEAL COMPANY STAGE

100–2,000 employees; product-market fit established

IDEAL MANDATE

Owning a consequential product area or new business, with direct influence over strategy and measurable outcomes.

SEARCH PARAMETERS

- Based in Austin, TX; open to remote.
- Compensation available upon request.

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PROFILE 02

AUSTIN, TEXAS

Staff Engineer, Cloud & Distributed Systems

Modernizes systems without slowing the business down

WHY THEY MADE THIS EDITION

This candidate has repeatedly been trusted with the hardest architectural calls, most recently consolidating three independently built security platforms into a single unified system. That instinct for finding the simplest architecture inside real complexity is difficult to teach.

REPRESENTATIVE ACHIEVEMENTS

- Unified three independently built platforms into one multi-cloud security architecture
- Security architecture for \$30B/year global payments infrastructure
- 10M+ compliance events processed daily
- \$300K+ in annual savings from platform optimization

AT A GLANCE

Staff Engineer who led the architecture for a unified multi-cloud security platform, consolidating three independently built systems into one so a single team could own it end to end.

WHY THEY STAND OUT

Has operated at the architecture level across two of the highest-stakes regulatory environments, healthcare security compliance today and global payments infrastructure earlier, and is consistently the person colleagues trust with the hardest technical calls under pressure.

BEST BROUGHT IN TO

- Multi-cloud platform architecture
- Distributed systems design
- Legacy platform modernization
- Platform consolidation and simplification

HOW THEY OPERATE

- Leads through collaboration and technical credibility
- Mentors engineers into stronger technical leaders
- Makes decisions driven by customer value and long-term maintainability

IDEAL COMPANY STAGE

Growth-stage SaaS; product-market fit established

IDEAL MANDATE

Owning platform architecture as a Staff or Principal Engineer, combining hands-on engineering with technical leadership and mentoring.

SEARCH PARAMETERS

- Prefers Austin, TX; open to remote.
- Compensation available upon request.

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PROFILE 03

DENVER, CO / REMOTE (U.S.)

Senior Full-Stack Engineer

An architect who never leaves the code behind

WHY THEY MADE THIS EDITION

This candidate is a builder first: eight years of production code, an architecture rebuilt from the ground up, and a self-service platform now used by millions of members. The step from senior engineer to technical lead is not a stretch here, it is already underway.

REPRESENTATIVE ACHIEVEMENTS

- Self-service platform serving millions of healthcare members
- Eight years shipping production platforms end to end
- Full ownership of architecture, API design, and delivery
- Mentors engineers and raises technical bar

AT A GLANCE

Technical Lead who took a nationwide healthcare transportation platform's booking experience from call-center-dependent to self-service, owning architecture, delivery, and roadmap end to end.

WHY THEY STAND OUT

Steps into teams that have outgrown their architecture, diagnoses what's slowing engineers down, and resets the technical plan to restore velocity, without losing touch with the code.

BEST BROUGHT IN TO

- Architecture modernization
- Technical debt reduction
- Platform scaling under growth
- Engineering culture and mentorship

HOW THEY OPERATE

- Hands-on, close to the code
- Earns trust through technical credibility
- Mentors through direct collaboration

IDEAL COMPANY STAGE

Founder-led companies, 50–500 employees

IDEAL MANDATE

Owning technical strategy and architecture for a growing product, with room to keep building.

SEARCH PARAMETERS

- Based in Denver, CO; open to remote.
- Available immediately.
- Compensation available upon request.

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PROFILE 04 ★ VETERAN

UNITED STATES

COO / VP, Operations & Growth Leadership

Brings board-level clarity to how the business actually runs.

WHY THEY MADE THIS EDITION

A 23.7% revenue increase and a 93% jump in EBITDA came from rebuilding how leadership saw its own business, not from one deal. A U.S. Naval Academy graduate with fifteen years in operational excellence, this candidate operates like the COO before the title exists.

REPRESENTATIVE ACHIEVEMENTS

- Built a company-wide executive dashboard giving leadership a single source of truth across revenue, cost, and margin
- That dashboard drove a 23.7% revenue increase and a 93% increase in EBITDA
- U.S. Naval Academy graduate
- 15 years leading operations and FP&A functions for scaling businesses

AT A GLANCE

Operations leader and U.S. Naval Academy graduate who steps into the COO seat and builds the systems, accountability, and executive-level visibility a scaling business is missing.

WHY THEY STAND OUT

Leads by example to build trust and accountability at the top of the org, then curates the next layer of leadership so results don't depend on any one person.

BEST BROUGHT IN TO

- Full operational ownership as COO or VP of Operations
- Executive-level reporting and visibility
- Cost control and margin improvement
- Building the next layer of leadership

HOW THEY OPERATE

- Leads by example at the executive level
- Builds accountability into every level
- Develops leaders who can operate independently

IDEAL COMPANY STAGE

Series B, 50–150 employees

IDEAL MANDATE

Stepping in as COO or VP of Operations to bring structure and measurable priorities to a scaling business.

SEARCH PARAMETERS

- Open to remote.
- Compensation available upon request.

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PROFILE 05 ★ VETERAN

WASHINGTON, D.C. METRO

Director, Chief of Staff & Workforce Strategy

Turns workforce chaos into a staffing strategy that delivers.

WHY THEY MADE THIS EDITION

This candidate has stood up mission-critical programs in three different worlds: special operations, national intelligence, and now corporate workforce strategy at a Fortune 100 bank. A U.S. Naval Academy officer who led operations for Naval Special Warfare and intelligence units before taking on workforce planning for half a technology division's headcount, that range of program leadership under pressure is difficult to find outside the military.

REPRESENTATIVE ACHIEVEMENTS

- U.S. Naval Academy graduate; officer in Naval Special Warfare and Naval Intelligence
- 615% YOY hiring increase; org went from 75% to 94% staffed
- Workforce strategy owned for 49% of a major tech division's headcount
- 400% increase in intelligence report output leading a 20-person global team

AT A GLANCE

Director-level Chief of Staff currently leading workforce strategy and planning for major divisions of a top financial services company, partnering with more than a dozen vice presidents.

WHY THEY STAND OUT

Brings the strategic planning and operational tempo of military program leadership into corporate workforce planning, translating urgent staffing problems into strategies that measurably move the needle within a year.

BEST BROUGHT IN TO

- Workforce and headcount strategy
- Cross-functional coordination with senior leadership
- Program stand-up in ambiguous, high-stakes environments
- Operations and strategy under pressure

HOW THEY OPERATE

- Leads with operational discipline and calm under pressure
- Partners directly with senior leadership
- Turns ambiguity into a clear execution plan

IDEAL COMPANY STAGE

Large, complex organizations; financial services or public sector

IDEAL MANDATE

Bringing operational discipline and workforce strategy rigor to a large, complex organization.

SEARCH PARAMETERS

- Open to remote.
- Compensation available upon request.

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PROFILE 06 ★ VETERAN

UNITED STATES

Director, Strategic Finance & FP&A

Finds what's broken before anyone has to ask.

WHY THEY MADE THIS EDITION

This candidate is a U.S. Naval Academy graduate who has already operated one seat from the C-suite: a Director-level owner of an \$11B revenue model, a general manager who ran an early-stage company outright, and the eighth hire who built its finance function from zero. That range, layered on Naval Academy discipline, is rare this close to the top.

REPRESENTATIVE ACHIEVEMENTS

- U.S. Naval Academy graduate
- \$11B revenue model owned at a global payments company
- \$5B P&L owned for a top vendor to a major online retailer
- >\$10M error caught in a major bank integration

AT A GLANCE

Finance leader who has owned enterprise-scale P&Ls and revenue models, then rebuilt a finance function from scratch as an early hire at a startup.

WHY THEY STAND OUT

Pairs bottoms-up modeling discipline with the persistence to chase a discrepancy across teams until it's resolved, a combination forged by a Navy officer's foundation in leading under constraint.

BEST BROUGHT IN TO

- Post-acquisition finance integration
- New product line build-out
- Broken or contested planning processes
- Zero-to-one finance functions

HOW THEY OPERATE

- Defines process, documents it, delegates ownership
- Coordinates teams that don't naturally talk
- Develops analysts into managers

IDEAL COMPANY STAGE

Series A through enterprise transformation

IDEAL MANDATE

Building or rebuilding a finance function around a new product line, integration, or planning process everyone agrees is broken.

SEARCH PARAMETERS

- Open to remote.
- Compensation available upon request.

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PROFILE 07

WASHINGTON, D.C. METRO

Senior Federal Account Executive, Data & AI

Turns the government's hardest sales cycles into Winner's Circle results

WHY THEY MADE THIS EDITION

Two consecutive Winner's Circle finishes at one company, then a jump to a new platform where this candidate is already building a multi-million dollar book from scratch. Trust inside the Intelligence Community takes years to earn; this candidate has spent a decade doing exactly that.

REPRESENTATIVE ACHIEVEMENTS

- Two-time Winner's Circle honoree (301% and 208% of plan)
- \$2.2M+ in Federal/IC sales booked in a single fiscal year
- 95%+ client retention sustained across three consecutive years
- TS/SCI cleared; a decade across Federal sales, consulting, and intelligence

AT A GLANCE

Senior Federal Account Executive selling data and AI platforms into the Department of Defense and Intelligence Community, following a prior career in management consulting and federal intelligence.

WHY THEY STAND OUT

Combines a management consultant's analytical rigor with a decade of hard-won trust inside the Intelligence Community, a combination that shortens sales cycles most reps spend years trying to crack.

BEST BROUGHT IN TO

- Federal and Intelligence Community account growth
- Complex, long-cycle enterprise sales
- New territory and book-of-business build-out
- C-level relationship development inside government agencies

HOW THEY OPERATE

- Builds relationships through consistent presence, not pressure
- Sources and closes largely self-generated pipeline
- Mentors and develops newer sales talent

IDEAL COMPANY STAGE

Growth-stage or established tech, public sector focus

IDEAL MANDATE

Building or scaling a Federal/Intelligence Community sales motion from the ground up.

SEARCH PARAMETERS

- Based in Washington, D.C. Metro; open to remote.
- Compensation available upon request.

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PROFILE 08

NORFOLK, VIRGINIA

Director, Operations & Program Leadership

Leads high-stakes programs where failure isn't an option.

WHY THEY MADE THIS EDITION

Twenty years leading high-stakes programs and organizations of up to 320 people, with direct accountability for multi-million dollar budgets and executive-level reporting. That combination of scale, operational rigor, and composure under pressure is difficult to find outside a handful of career paths.

REPRESENTATIVE ACHIEVEMENTS

- 20 years leading high-performing teams and programs
- \$50M capital program delivered on time and audit-ready
- 320-person organization led with full budget accountability
- \$40M technology modernization program delivered

AT A GLANCE

Career military officer transitioning out of active duty, currently serving as deputy director of a major operational command and coordinating logistics, maintenance, training, and technology across a large enterprise.

WHY THEY STAND OUT

Combines large-scale operational command with an emerging finance and strategy toolkit from an executive MBA in progress, and a track record of briefing senior leadership on readiness, risk, and resources.

BEST BROUGHT IN TO

- Program and operations turnarounds
- Cross-functional coordination at scale
- Executive-level reporting and readiness
- High-tempo, high-stakes environments

HOW THEY OPERATE

- Leads through accountability and trust
- Coordinates across matrixed organizations
- Communicates data-driven decisions clearly

IDEAL COMPANY STAGE

Large, complex operating organizations; public sector or regulated industries

IDEAL MANDATE

Bringing operational discipline and executive-level reporting rigor to a large, complex organization.

SEARCH PARAMETERS

- Transitioning from active duty; available September 1, 2026.
- Open to remote.
- Compensation available upon request.

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COMING NEXT MONTH

Who You Can Expect to Meet Next

These searches are already underway. Full profiles for the professionals below will appear in next month's edition of Current Introductions.

Director, Customer Success

CUSTOMER SUCCESS

*Full profile next month***Senior Solutions Architect**

SOLUTIONS ARCHITECTURE

*Full profile next month***Senior Enterprise Account Executive**

SALES

*Full profile next month***VP, Growth Marketing**

MARKETING

*Full profile next month***Head of Talent**

TALENT & PEOPLE

*Full profile next month***Engineering Manager**

ENGINEERING

*Full profile next month*LOOKING FOR SOMEONE DIFFERENT?

Current Introductions is not an inventory of available talent. It's a small collection of professionals we've chosen to represent because they exemplify the standards we look for.

Most client engagements begin with a unique hiring challenge, not a featured candidate. Brass Tracks conducts dedicated searches to identify, assess, and introduce the right professional for each mandate.

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