

BRASS TRACKS

Current Introductions

OCTOBER 2026

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.

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PROFILE 01

WASHINGTON, D.C. / NEW YORK, NY

Senior Director, Chief of Staff & Strategic Operations

Builds the operating system underneath businesses that span continents.

WHY THEY MADE THIS EDITION

This candidate is Chief of Staff to an Executive Vice President running four businesses across three countries and more than 4,000 employees. When decisions stall, she digs in, diagnoses the breakdown, and drives it to a fix herself. Before this, she ran the operating model for an 1,800-person org with 20+ executives, work informed by two earlier stints at top consulting firms.

REPRESENTATIVE ACHIEVEMENTS

- Chief of Staff to an EVP over four businesses, three countries, and 4,000+ employees
- Built the operating system and roadmap for an 1,800-person org and 20+ senior execs
- Broke down cross-functional barriers to enable 1,000+ additional hires in under 12 months
- Progressed from individual contributor to leading a team of 15 in 16 months

AT A GLANCE

Senior Director and Chief of Staff running a multi-country, multi-business organization at a Fortune 100 bank.

WHY THEY STAND OUT

Trained at two top-tier consulting firms, then spent years actually running operations inside one of the country's largest banks, including leading the team that opened its first office in Latin America.

BEST BROUGHT IN TO

- Executive operating rhythms and governance
- Cross-functional program and portfolio leadership
- Multi-country, multi-business coordination

HOW THEY OPERATE

- Builds relationships and consensus across functions before forcing a decision
- Translates ambiguity into scorecards, roadmaps, and clear ownership
- Operates with candor and unusual attention to detail; doesn't accept mediocrity

IDEAL COMPANY STAGE

Growth-stage technology, Series B through Series D

IDEAL MANDATE

Stepping into a COO-level or senior operating role to build the systems a scaling business needs.

SEARCH PARAMETERS

- Based in Washington, D.C. or New York, NY; open to remote and travel.
- Compensation available upon request.

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PROFILE 02 ★ VETERAN

SEVERNA PARK, MD

Director, Portfolio Operations & Growth

Runs the programs, then wins the next ones.

WHY THEY MADE THIS EDITION

This candidate owns a four-program portfolio anchored by a ~\$50M flagship program he inherited with no handover, taking it through a contract vehicle transition in his first month. He's currently leading capture on ~\$200M in opportunities, including a \$130M bid, while exceeding a 20% YoY growth target. A West Point graduate and former Army Ranger infantry officer, that blend of delivery and business development is rare.

REPRESENTATIVE ACHIEVEMENTS

- Took over a ~\$50M, seven-workstream flagship program with no handover and led it through a contract vehicle transition in the first month
- Led pursuit strategy, capture, and proposals on ~\$200M in opportunities, including capture lead on a \$130M bid
- Converted ~\$7M in funded new starts in the last three months alone
- Partnered with SVPs to design the org structure for a 250-person, three-division business unit

AT A GLANCE

Portfolio operations and growth leader who owns a four-program national security portfolio, exceeding a 20% YoY growth target while running the executive operating rhythm for a 100-person division.

WHY THEY STAND OUT

Moves fluidly between delivery and business development, running a flagship program day to day while also leading capture on the pursuits that become tomorrow's portfolio.

BEST BROUGHT IN TO

- Portfolio and program operations at scale
- Capture and proposal leadership
- Executive operating rhythm and reporting

HOW THEY OPERATE

- Takes over ambiguous programs and builds structure fast, with or without a handover
- Runs a weekly rhythm that turns funding, staffing, and risk into clear decisions

IDEAL COMPANY STAGE

Series B through Series D

IDEAL MANDATE

Building or scaling program operations and capture for a growth-stage company.

SEARCH PARAMETERS

- Based in Severna Park, MD; hybrid, 2-3 days per week in D.C.
- Compensation available upon request.

[Discuss This Professional](#) ➔

PROFILE 03 ★ VETERAN

WASHINGTON, D.C. METRO

Director, Chief of Staff and Operation Planning

Turns workforce chaos into a staffing strategy that delivers.

WHY THEY MADE THIS EDITION

This candidate has stood up mission-critical programs in special operations, national intelligence, and now workforce strategy at a Fortune 100 bank. A U.S. Naval Academy officer, that kind of program leadership under pressure is hard to find outside the military.

REPRESENTATIVE ACHIEVEMENTS

- U.S. Naval Academy graduate; officer in Naval Special Warfare and Naval Intelligence
- Coordinated 150+ operations as Officer in Charge of a 20-person team in Western Iraq
- 615% YOY hiring increase; org went from 75% to 94% staffed
- Generated \$12M+ in revenue and 300% contract growth leading federal and municipal sales

AT A GLANCE

Director-level Chief of Staff leading workforce strategy at 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 leadership into corporate workforce planning, translating urgent staffing problems into measurable strategy.

BEST BROUGHT IN TO

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

HOW THEY OPERATE

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

IDEAL COMPANY STAGE

Series A through Series D

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 04 ★ VETERAN

WASHINGTON, D.C. METRO

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. Combine that range with Naval Academy discipline and it's a rare mix 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 Series D

IDEAL MANDATE

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

SEARCH PARAMETERS

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

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PROFILE 05 ★ VETERAN

DALLAS, TX

Director, Strategy & Business Operations

Brings battlefield-tested execution to boardroom-level strategy.

WHY THEY MADE THIS EDITION

He's operated at the top of two very different worlds: running operations for a 1,500-person military unit, then leading multi-billion-dollar integration work for a Fortune 25 client as a strategy consultant. A U.S. Naval Academy graduate with an MBA from a leading business school, he doesn't often see that combination of military command and consulting rigor in one person.

REPRESENTATIVE ACHIEVEMENTS

- U.S. Naval Academy graduate; commissioned Marine Corps officer
- Selected ahead of peers as Chief of Operations for a 1,500+ member organization
- Led cross-functional workstreams on a multi-billion-dollar Fortune 25 integration
- Built 21 executive dashboards tracking 250+ metrics for a Fortune 50 company

AT A GLANCE

Strategy consultant and U.S. Marine Corps Special Operations veteran who has led cross-functional workstreams on multi-billion-dollar corporate integrations.

WHY THEY STAND OUT

Brings the same command presence he had leading 1,500 people into corporate boardrooms.

BEST BROUGHT IN TO

- Complex, cross-functional program leadership
- M&A integration and Day 1 readiness
- Executive reporting and KPI design
- High-stakes operations under pressure

HOW THEY OPERATE

- Leads through structure, clarity, and calm under pressure
- Aligns large groups of stakeholders around a single plan
- Builds reporting and playbooks that outlast the engagement

IDEAL COMPANY STAGE

Series A through Series D

IDEAL MANDATE

Leading a high-stakes program or integration where cross-functional alignment is the hard part.

SEARCH PARAMETERS

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

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PROFILE 06 ★ VETERAN

ROCKVILLE, MD / D.C. METRO

Deployment Strategist, Classified AI Programs

Gets classified AI programs from whiteboard to go-live.

WHY THEY MADE THIS EDITION

This candidate currently oversees AI governance for a large chatbot rollout inside a classified network, and has spent his consulting career building and scaling AI capabilities for federal and defense clients. Before consulting, he served in the U.S. Navy, an operational discipline that still shows up in how he runs a program.

REPRESENTATIVE ACHIEVEMENTS

- Oversees AI governance for a large chatbot rollout inside a classified network
- Led an AI rapid-prototyping team of 10+ FTEs and 50+ contributors across a \$2M portfolio
- Delivers 150+ product demos annually to stakeholders up to the general officer level
- Took a GenAI reporting tool from proof of concept to production, saving 225+ staff hours a quarter

AT A GLANCE

Deployment strategist and U.S. Navy veteran who oversees AI governance and product deployment for classified federal and defense programs at a global consulting firm.

WHY THEY STAND OUT

Moves fluidly between classified technical delivery and business development, having grown contract funding by double digits while running the day-to-day product and governance work himself.

BEST BROUGHT IN TO

- Classified AI/LLM deployment and governance
- Federal and defense stakeholder management
- Rapid prototyping and proof-of-concept delivery
- Account growth and expansion

HOW THEY OPERATE

- Whiteboards the user's actual workflow before scoping any solution
- Bridges technical teams and senior government stakeholders
- Builds standardized playbooks so nothing depends on one person

IDEAL COMPANY STAGE

Series A through Series D

IDEAL MANDATE

Deploying and scaling AI products with federal, defense, or enterprise customers, from discovery through adoption.

SEARCH PARAMETERS

- Based in Rockville, MD / D.C. Metro; open to significant travel.
- Compensation available upon request.

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PROFILE 07

WASHINGTON, D.C. METRO

Senior Federal Account Manager, SaaS & Digital Identity

Closes deals the federal government can't operate without.

WHY THEY MADE THIS EDITION

This candidate structured one of the largest digital identity contracts in the federal space, a \$1B Treasury Blanket Purchase Agreement. Three consecutive President's Club honors and a 137% quota finish this year don't happen by accident.

REPRESENTATIVE ACHIEVEMENTS

- Structured and closed a \$1B U.S. Treasury digital identity contract
- Closed FY25 at 137% of quota on a \$10M+ federal portfolio
- Three-time President's Club honoree across two federal SaaS companies
- Promoted three times in six years, from SDR to senior account manager

AT A GLANCE

Senior Federal Account Manager who owns and expands a \$10M+ portfolio across the Federal Reserve, Treasury, Commerce, and other civilian agencies for a federal digital identity SaaS company.

WHY THEY STAND OUT

Has built a federal book of business twice, first at a govtech intelligence company, then scaling a nine-figure identity portfolio, without ever missing a President's Club year.

BEST BROUGHT IN TO

- Federal account expansion
- Complex, multi-year government deal cycles
- Executive relationships inside civilian and defense agencies
- Greenfield federal territory development

HOW THEY OPERATE

- Builds trust through consistency and follow-through
- Owns the full cycle from prospecting to contract negotiation
- Partners closely with agency leadership on mission-critical rollouts

IDEAL COMPANY STAGE

Series A through Series D

IDEAL MANDATE

Building or scaling a federal sales motion selling mission-critical technology into government.

SEARCH PARAMETERS

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

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PROFILE 08

CENTRAL FLORIDA

Senior Business Intelligence & Analytics Professional

Turns messy operational data into tools people actually use.

WHY THEY MADE THIS EDITION

This candidate has built and rebuilt the same analytics function multiple times over her career, each time on newer technology: from Excel to Teradata to Workday, now a 20+ dashboard Snowflake portfolio used by more than 1,000 people company-wide. She's now looking to bring that builder's instinct to a smaller, faster-moving company as a senior individual contributor.

REPRESENTATIVE ACHIEVEMENTS

- Built and led a 20+ dashboard portfolio used by 1,000+ people company-wide, with 90% retention
 - Directed a zero-downtime migration of 30+ dashboards from Redshift to Snowflake
 - Automated daily delivery of 40 Snowflake tables using Python, Databricks, and Google Apps Script
 - Built a reporting function from scratch that later became a Fortune 100 bank's analytics portfolio
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AT A GLANCE

Senior BI and analytics professional who has built and scaled dashboard and reporting infrastructure at a Fortune 100 bank, now seeking a senior IC role at a smaller company.

WHY THEY STAND OUT

Has rebuilt the same function on newer technology every few years for over two decades, and works comfortably across both the business and technical sides of analytics.

BEST BROUGHT IN TO

- Dashboard, reporting, and self-service analytics at scale
- Data platform migrations and modernization
- Analytics support for sales, customer success, or revenue operations
- Turning ambiguous business questions into usable reporting

HOW THEY OPERATE

- Turns messy data and unclear questions into dashboards leaders actually use
 - Works across both the business and technical sides of analytics
 - Builds self-service tools that scale well beyond their original team
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IDEAL COMPANY STAGE

Series A through Series D

IDEAL MANDATE

A senior individual-contributor analytics role where she can work closely with leaders to define what should be measured and build the reporting to support it.

SEARCH PARAMETERS

- Based in Central Florida; open to remote, or hybrid in Tampa/Orlando.
- 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 Enterprise Account Executive**

SALES

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

TALENT & PEOPLE

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

ENGINEERING

*Full profile next month***VP of Engineering**

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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