

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

DALLAS, TX

Director, Strategy & Business Operations

Brings battlefield-tested execution to boardroom-level strategy.

WHY THEY MADE THIS EDITION

This candidate has led at scale in two entirely different worlds: directing operations for a 1,500-person military organization, and now driving multi-billion-dollar integration work for a Fortune 25 company at a top-tier strategy consulting firm. A U.S. Naval Academy graduate with an MBA from a leading business school, that range of high-stakes execution is difficult to find 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 leads cross-functional workstreams on multi-billion-dollar corporate integrations at a top-tier consulting firm.

WHY THEY STAND OUT

Operates with the same command presence at 1,500-person scale that he now brings to Fortune 25 boardrooms, turning complexity into plans that 40+ stakeholders can execute.

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 enterprise transformation

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 02

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

One of the largest digital identity contracts in the federal space, a \$1B Treasury Blanket Purchase Agreement, carries this candidate's fingerprints. Three consecutive President's Club honors and a 137% quota finish this year are the kind of consistency that's difficult to manufacture.

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

Growth-stage or established SaaS, public sector focus

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 03 ★ 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 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

NEW YORK, NY

Value Engineering & GTM Strategy Lead

Turns pricing data into deals that close.

WHY THEY MADE THIS EDITION

This candidate built an entire function from scratch: value engineering that didn't exist before she created it, now the analytical backbone behind eight-figure renewal and pricing decisions. She followed that by building her firm's own AI-powered dashboard to scale the work, the kind of builder's instinct that keeps showing up in her career.

REPRESENTATIVE ACHIEVEMENTS

- Founded and leads Value Engineering, the firm's primary analytical partner for GTM strategy
- Built a repricing playbook that generated \$1.5M in gross uplift on a \$25M business, later scaled company-wide
- Supports \$20M+ in annual renewal and new-deal decisions with C-suite-facing ROI analysis
- Built a Claude-powered dashboard that turned weeks of bespoke analysis into a self-serve tool

AT A GLANCE

Value Engineering lead who built a data-driven GTM analytics function from the ground up, now the analytical backbone behind eight-figure pricing and renewal decisions at a fintech data and analytics company.

WHY THEY STAND OUT

Combines rigorous quantitative pricing analysis with genuine AI fluency, having built her own internal tools to scale work that used to take her team weeks.

BEST BROUGHT IN TO

- Pricing and packaging strategy
- GTM analytics and ROI modeling
- Building analytical functions from scratch
- AI-enabled tooling for commercial teams

HOW THEY OPERATE

- Builds credibility through rigorous, defensible analysis
- Translates complex data into C-suite-ready narratives
- Builds tools and processes that scale beyond herself

IDEAL COMPANY STAGE

Growth-stage SaaS or fintech

IDEAL MANDATE

Building or leading a pricing, GTM analytics, or value engineering function from the ground up.

SEARCH PARAMETERS

- Based in New York, NY; 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

DALLAS/FORT WORTH, TX

Director, Talent Acquisition Operations & Strategy

Rebuilds how an organization operates, not just how it hires.

WHY THEY MADE THIS EDITION

Fifteen years leading Talent Acquisition inside one of the country's largest, most regulated employers, most recently as strategic architect of the operating model behind more than 4,000 hires a year on a \$30M budget. The instinct that shows up across her career isn't recruiting, it's building durable operating systems and developing the leaders who run them.

REPRESENTATIVE ACHIEVEMENTS

- Led enterprise TA strategy for a 200-person org, delivering 4,200+ hires on a \$30M+ budget
- Led 130+ recruiters and TA leaders, delivering 4,000+ annual technology hires on a \$25M+ budget
- Improved time-to-fill 10-15% through automation and workflow standardization
- Raised employee engagement scores 40%+ through leadership development

AT A GLANCE

Senior Talent Acquisition Operations leader who has spent fifteen years building the operating model, technology stack, and leadership bench behind enterprise-scale hiring at a Fortune 100 bank.

WHY THEY STAND OUT

Moves fluidly between executive strategy and hands-on operational rebuilding, and is now looking to apply that instinct beyond Talent Acquisition into People or Business Operations.

BEST BROUGHT IN TO

- Operating model design at scale
- Workforce planning and forecasting
- Leadership development and succession planning
- Automation and process transformation

HOW THEY OPERATE

- Diagnoses what's really getting in the way before proposing structure
- Builds accountability and clear career paths for the people she leads
- Moves comfortably between executive strategy and frontline execution

IDEAL COMPANY STAGE

Growth-stage to established; mission-driven or people-centric organizations

IDEAL MANDATE

Leading People Operations, Business Operations, or a Chief of Staff-type function where operating rigor matters as much as headcount.

SEARCH PARAMETERS

- Based in Dallas/Fort Worth, TX; open to remote, hybrid, or onsite.
- Compensation available upon request.

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PROFILE 08 ★ 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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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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