

# WALTER TORRES

SENIOR SOFTWARE ENGINEERING LEADER

## Contact



## Professional Summary

### Digital Transformation Executive | Scalable Systems Strategist

Visionary engineering executive with 15+ years of experience leading global teams, modernizing enterprise systems, and driving technology strategy aligned with business outcomes. Proven success in scaling engineering organizations across the U.S. and EU, transforming legacy platforms into cloud-native, event-driven architectures, and embedding Agile at scale. Expert in aligning cross-functional product delivery with revenue and operational KPIs, building high-performance cultures, and leading organizations through rapid growth and change.

Known for executing end-to-end digital transformation initiatives, driving architectural vision and engineering excellence, delivering outcome-focused digital transformation programs, integrating AI/ML and GPT-based automation, and fostering deep collaboration across engineering, operations, and finance. Adept at developing long-term technology roadmaps, setting governance frameworks, and translating engineering excellence into measurable impact.

## Skills

### Engineering Leadership & Team Management

- Technology Vision & Roadmap Development
- Global Team Building & Organizational Scaling (US & EU)
- Cross-Functional Leadership (Engineering, Ops, Finance, Product)
- OKR/Initiative Alignment & Executive Stakeholder Engagement
- Budget Management, Vendor Selection & Contract Negotiation

### Enterprise Architecture & Digital Transformation

- Cloud-Native & Scalable Systems  
(AWS, Microservices, Event-Driven)
- Legacy Platform Modernization  
(ERP, CRM, AS400, Oracle)
- System Integration & API Ecosystem Development  
(RESTful API Services)
- AI/ML & GPT Automation Strategy  
(OpenAI APIs, Azure AI)
- Data-Driven Engineering  
(Real-Time Dashboards, KPI Frameworks)

### Organizational Excellence & Operational Execution

- Agile at Scale  
(Scrum [certified], Kanban, SDLC Governance)
- CI/CD & DevOps Transformation  
(On-premises, Cloud & Hybrid Infra)
- Performance Management  
(Engineering KPIs, Review Systems)
- Quality Assurance & Compliance Frameworks
- Change Management During Hypergrowth Phases

### Technical Fluency

(for strategic decision-making and org design)

- **Languages:** PHP, Java, Python, .NET Core, JavaScript, Go, Perl, Bash
- **Frontend:** React, Angular, JavaScript, HTML5, CSS3
- **Databases:** MySQL, Oracle, MS SQL Server, MongoDB, Redis
- **DevOps Tools:** Git, Bitbucket, JIRA, Confluence, Atlassian Suite
- **Platforms:** AWS (EC2, S3), LDAP, AS400, TFS, Self-Hosted Infrastructure
- **GPT/AI Tooling:** OpenAI APIs, Azure AI, prompt pipelines

# Professional Experience

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## Fabrications Technology

### Senior Manager of Software Engineering

Feb 2024 – Oct 2024

*Led engineering teams in a growth-phase manufacturing firm*

- **Spearheaded** 6+ mission-critical product initiatives in parallel, aligning engineering delivery with company-wide OKRs and board-level priorities.
- **Developed** and operationalized a 3-year application modernization strategy, spanning finance, production, and logistics systems.
- **Established** engineering-wide KPIs and launched a performance management system, increasing team output and engagement by 40%.
- **Delivered** cross-functional digital transformation, improving real-time manufacturing intelligence platform that improved ops transparency and decision-making.
- **Integrated** GPT-based automation across operations and reporting, cutting reporting cycles by 90%+ and freeing 100+ hours/month in leadership bandwidth.
- **Standardized** CI/CD, documentation governance, and SDLC automation to accelerate deployments by 3x.
- **Scope:** 2 squads, \$2M+ annual tech budget, hybrid cloud architecture, real-time manufacturing intelligence platform
- **Tech Stack:** LAMP (Linux, Apache, MySQL, PHP), NoSQL (Redis), AWS (EC2, S3), React, JIRA APIs, JIRA, Atlassian Help Desk, Git, Bitbucket, GPT/AI Tooling (e.g., OpenAI APIs, Azure AI, prompt pipelines), Agile/Scrum/SDLC.

## Automotive Specialists

### Director of IT Engineering & Application Development

Oct 2018 – Feb 2024

*Led IT transformation across business-critical systems at several automotive clients.*

- **Led** a cross-functional engineering organization of 11 members across the U.S. and EU, structured into three squads focused on platform modernization, systems integration, and testing
- **Spearheaded** the full modernization of ERP and CRM platforms from undocumented legacy systems, achieving functional parity with less than 1% data loss
- **Designed** and executed a secure, multi-language data migration strategy using Java, Python, Go, and Perl across core business systems
- **Implemented** agile workflows and documentation standards that ensured SDLC compliance and improved code quality across all squads
- **Deployed** team-specific JIRA dashboards and KPIs, improving visibility and accountability across engineering, QA, and support functions
- **Worked** closely with department leaders to align IT initiatives with operational goals in logistics, customer service, and inventory management
- **Oversaw** on-premise infrastructure and led DevOps improvements to enhance deployment stability, system uptime, and quality assurance
- **Scope:** 11-person team, multi-million dollar ERP system, cross-departmental rollout.
- **Tech Stack:** Java, Python, Go, Perl, MySQL, JIRA, GIT, Self-Hosted Infrastructure, Bash, Bitbucket, Agile/Scrum/SDLC.

## Sears Holding Company

### Senior Systems Architect & Application Engineer

May 2014 – Aug 2018

*Delivered enterprise-scale platforms in a Fortune 100 environment.*

- Led the design and delivery of a unified HR and training system serving over 330,000 employees, integrating operations across HR, Legal, IT, and Training departments
- Developed real-time executive dashboards, reducing reporting cycles from 4–6 weeks to seconds and significantly enhancing strategic responsiveness
- Improved system performance by optimizing MySQL architecture, resulting in a 75% increase in query speed and 80% gain in overall system throughput
- Collaborated with senior stakeholders to recover and relaunch a critical, stalled initiative within a single quarter through iterative delivery and scope realignment
- Modernized legacy UI with Angular and implemented secure LDAP-based access controls to improve user experience and compliance
- Introduced unit testing and a TDD framework across the engineering team, enhancing software quality and reducing production defects
- Streamlined outdated legacy logic, improving long-term maintainability and reducing development overhead
- Scope: \$10M+ platform, 330,000+ end-users, 6-department integration
- Tech Stack: LAMP (Linux, Apache, MySQL, PHP), NoSQL (Redis), Angular, LDAP, JIRA, TDD, Bash, GIT, Agile/Scrum/SDLC.

## Zacks Investment Research

### Director of Software Engineering

Jun 2008 – Apr 2014

*Led global engineering and tech strategy for a \$250M+ e-commerce and financial analytics platform.*

- Directed a 30-member global engineering team across three time zones, fostering a high-performance culture with strong accountability, mentorship, and cross-functional alignment
- Led the modernization of a \$250M+ e-commerce and analytics platform, scaling infrastructure to support 200%+ revenue growth while maintaining 95%+ system uptime
- Unified legacy systems (.NET, Oracle, AS400) by designing a service-oriented architecture using microservices and RESTful APIs, improving integration speed and flexibility
- Delivered a full-stack modernization initiative, including UI/UX redesign and database schema overhaul, reducing delivery cycles by 300%
- Established global development standards and onboarding processes, significantly improving code quality and team productivity
- Collaborated with senior leadership to co-develop a 3-year technology roadmap aligned with company growth goals, customer requirements, and modernization priorities
- Scope: Global team, \$250M platform, hybrid infrastructure
- Tech Stack: LAMP (Linux, Apache, MySQL, PHP), NoSQL (MongoDB, Redis), .NET, Oracle Enterprise, AS400, MS SQL Server, REST APIs, Agile/Scrum, SVN/GIT, TFS, Agile/Scrum/SDLC.

# Certifications

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- **JIRA & Confluence Fundamentals** — *Atlassian* | Apr 2024
- **Lean Six Sigma Green Belt** — *GoLeanSixSigma* | Oct 2017
- **ITIL Foundation Level** — *Axelos* | Oct 2017
- **Scrum Master Certified (SMC®)** — *SCRUMstudy™* | Sep 2017

# Education

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## Columbia College

Bachelor of Arts

# Accomplishments

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- Scaled distributed engineering teams across the U.S. and EU, implementing Agile frameworks that improved delivery velocity by over 40%
- Delivered a real-time manufacturing intelligence platform that enhanced cross-department collaboration and operational visibility
- Led a successful ERP and CRM modernization from undocumented legacy systems, achieving full functional parity with less than 1% data loss and no vendor support
- Integrated GPT-based automation into reporting processes, reducing manual effort by over 90% and saving 100+ hours per month in leadership bandwidth
- Directed the delivery of a unified HR and training platform for 330,000+ employees, enabling real-time analytics and streamlining workforce operations
- Modernized a \$250M+ e-commerce platform, supporting 200%+ revenue growth while maintaining 95%+ uptime and cutting delivery cycles by 300%
- Established organization-wide development standards and performance frameworks that improved code quality, onboarding efficiency, and engineering accountability
- Collaborated with senior leadership to define long-term technical roadmaps aligned with company objectives and product strategy