Jonathan Poland

Senior Engineering Manager

Grand Rapids, Michigan

linkedin.com/in/polandj

polandj@garble.org

(734) 678-7214

PROFILE

Technical Engineering Leader with 7+ years of management experience and 15+ years of software development expertise. Proven track record across multiple startup growth phases from inception to acquisition. Full-stack professional specializing in backend architecture for enterprise networking and security solutions.

EXPERIENCE

2022 - Present	**Blumira**	Senior Engineering Manager

- Led a team of 7 engineers to deliver and maintain more than 20 integrations, 2000 customer sensor appliances, and over 100,000 local agents.
- **Improved scale**
  - Directed architecture and implementation of system to scale detections more than 10x while reducing support and maintenance by 20%.
  - Applied advanced memory management techniques to reduce memory usage by 20%.
  - Grew backend capability from 300 to over 15,000 customers.
  - Expanded amount of managed customer data from 5PB to over 15PB.
- **Reduced costs**
  - Replaced managed open source tool with custom code, reducing DevOPs maintenance requirements by one full day a week (20%).
  - Rearchitected core log ingestion method to reduce cloud costs $40k/month (25%).
- **Upgraded processes**
  - Shortened average code review time from over a week to about a day.
  - Leveraged extensive development experience to train developers in writing efficient Go code.
  - Orchestrated implementation of progressive deployment system allowing deployment to production and detect issues with less customer impact.
  - Worked closely with product management to balance new features and maintenance to minimize technical debt and improve time-to-market for new features.
- **Increased customer value via external partnerships and integrations**
  - Quadrupled the number of third-party integrations from 5 to over 20.
  - Shifted our core ingestion method from on-premises devices to cloud-based.
  - Supported sales growth from $2M ARR to over $10M ARR across two rounds of VC funding.

2015 - 2022	**Duo Security & Cavallo**	Consultant

- **Enhanced product functionality**
  - Developed Single Sign On (SSO) integration with Salesforce to expand ease of use for a large portion of users.
  - Drafted and reviewed technical design specifications to optimize sprint planning and estimations.

- **Drove internal process changes**
  - Conducted security audit and analysis of Python critical path authentication module, finding one critical issue.
  - Reviewed development methodologies and technologies, provided document to upper management about the full software development lifecycle process.
  - Participated in new manager hiring interviews to create better filtering processes.
  - Coached existing managers with regards to 1:1 meetings, career pathing, training, performance metrics, etc.

2015 - 2022	**KeenGlow**	Founder

- Conceptualized, designed, and launched proprietary IoT solution for improving sleep quality for parents of young children.
- Acquired CAD and 3D printing expertise to complement existing technical capabilities, resulting in comprehensive product development.
- Created compelling video marketing content to drive sales conversion.

2010 - 2015	**Arbor Networks**	Engineering Manager

- Led technical due diligence for two strategic acquisitions, contributing to $30M+ ARR growth and exceeding $100M total.
- Spearheaded engineering integration of Ellacoya acquisition, establishing framework that facilitated successful company exit.
- Directed 4-6 person platform team in standardizing custom Linux OS, enhancing security protocols and reducing cross-product development cycles.
- Managed 3-5 person security analytics team (ASERT), transforming global deployment data into industry-recognized research and white papers.
- Established strategic OEM partnership with Alcatel, expanding market reach and generating $10M in incremental revenue.

2000 - 2010	**Arbor Networks**	Founding Engineer

- Architected and developed flagship product from prototype to market launch, securing $33M in venture capital and establishing category leadership.
- Pioneered early adoption of code review methodology, significantly reducing production defects and improving software quality.
- Designed comprehensive technical hiring framework that successfully onboarded 90+ engineering team members during rapid company expansion.
- Engineered proprietary data structures and core libraries from first principles, implementing advanced techniques including zero-copy architecture and Paxos-based dual-master replication.

EDUCATION

University of Michigan, Ann Arbor
B.S.E Computer Engineering, 2000
Cum Laude

TECHNOLOGIES

Python, Go, Javascript, C, C++
AWS, GCP, linux, k8s, k3s
Arduino