KATHRYN GLOWINSKI

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SUMMARY

Senior engineering leader with a track record of translating business priorities into organizational structure and building platform teams from the ground up. An experienced partner to product and executive leadership on strategic decisions — from build-vs-buy evaluations to multi-quarter platform investments in high-growth environments.

WORK EXPERIENCE

HORIZON3.AI

07/2024 – 05/2026

Senior Engineering Manager, Application Platform

- Transformed a structurally undefined catch-all team into the foundational platform layer of the product — establishing clear ownership boundaries and growing scope to ~80% of essential services, including core customer deployment, the full ETL pipeline, and primary and customer-sharded database infrastructure that all other product teams build upon.
- Architected a 24-person engineering organization from a flat 9-person team in partnership with product and company leadership — designing 4 sub-teams around distinct business and technical priorities, developing 3 engineering managers, driving 7 promotions, maintaining 100% voluntary retention through 3x growth, and conducting 200+ interviews across multiple concurrent hiring pipelines to fuel 3x growth within the team and 2x growth across the broader engineering org.
- Identified and led a company-wide reliability initiative spanning 4 engineering teams, authored executive-level platform stability reporting for senior leadership, and drove resolution of 10 systemic reliability gaps accumulated under rapid platform scaling — reducing worst-case data processing from 39 days to under 12 hours and achieving up to 95% page load improvements across key product pages.
- Defined a licensing and entitlements platform with product and key engineering architects to address fragmented feature access across the customer base, then led the team through architecture, implementation, and initial dark launch — projected to reduce new package launch time from 90+ days to under 5 business days and reclaim ~$200K/year in engineering capacity.
- Stood up a net-new integrations function in response to a $505K+ ARR pipeline gap — implementing stopgap technical measures to close the most critical coverage gaps, leading a build-not-buy vendor evaluation, defining long-term team structure and execution strategy, and assembling a founding team through two internal transfers and an incoming Sr. EM hire.
- Led a platform-wide infrastructure overhaul — migrating hash cracking to cloud-native AWS with auto-scaling, decommissioning hardware across two regions and removing a 50,000-user cap to support enterprise-scale password audits of 1M+ users, shipping per-tenant database isolation across 1,200+ production databases for enterprise compliance, and reducing container build times by 83% and image sizes by 69% across the engineering org.
- Defined and initiated a multi-quarter architectural modernization program — decomposing the Core pentest monolith into independently deployable satellite services and migrating batch ETL to an event-driven Kafka streaming pipeline, targeting a reduction in post-scan data latency from 20–40 minutes to under 2 minutes.
- Authored an engineering resource assessment and sequencing plan for a new international market expansion — scoping 258+ engineering days across 85+ services and presenting explicit trade-off analysis on risk, headcount, and timeline to senior leadership.

PERCH (acquired by Razor Group, 2024)

Director of Engineering

03/2023 – 03/2024

- Led 4 teams of engineers across the Philippines and Boston, building tooling from conception to sale for a multi-channel consumer products portfolio of 3,500+ items.
- Drove cross-functional initiatives across manufacturing, shipping, distribution, advertising, and pricing, enhancing efficiency and contribution margin across a portfolio of several thousand products.
- Standardized and deployed a metrics-driven development process within an agile framework against company-level KPIs, improving engineering productivity by 35%.
- Grew the team by 25% as primary hiring manager, with a focus on skill and team fit.

Engineering Manager
03/2022 – 03/2023

- Led a team of 7 engineers across 2–3 simultaneous work streams, driving initiatives across demand forecasting, pricing, ads tooling, and integrations.
- Formalized code review process across the engineering organization, reducing time to merge to 2 days with an average of 90 merge requests per month.

Software Engineering Team Lead
08/2021 – 03/2022

- Architected Django REST APIs for the Growth team, enabling faster ad campaign updates and pricing changes.

INDIGO AGRICULTURE
11/2018 – 04/2021

Lead Marketplace Platform Engineer

- Led a team of 5 engineers working on process automations and efficiencies for commodity futures hedging on the Chicago Mercantile Exchange (CME).
- Maintained an ecosystem of microservices for algorithmically determined transport pricing, execution management, and order pricing for a three-sided grain marketplace.
- Designed Python REST APIs and infrastructure to support end-to-end order and execution modeling, integrating data from multiple third-party vendors.

QUANTOPIAN (acquired by Robinhood, 2020)

Senior Software Engineer
12/2017 – 11/2018

- Drove architecture decisions and roadmaps for a team of 3 using agile processes, reporting metrics to team leadership.
- Architected and implemented new arbitrary external data import processes allowing sandboxed strategies access to custom data sources.

Software Engineer
04/2015 – 12/2017

- Developed third-party integrations to 20+ external data vendors using pandas and numpy, standardizing disparate stock data for user trading strategies.
- Refactored Morningstar data integration to increase accuracy and data quality, ensuring consistent delivery into user-facing databases.

ADVENT (acquired by SS&C Technologies, 2015)
08/2014 – 04/2015

Associate Software Engineer

- Implemented enterprise portfolio modeler and rebalancer using C# and .NET architecture for back-office financial advisors.

NATURAL CAPITAL PROJECT (STANFORD UNIVERSITY)
04/2012 – 08/2014

Senior Software Engineer

- Developed Python-based GIS models using open source tools to evaluate environmental risks to habitats and assess the cost-benefit analysis of selective conservation.

EDUCATION

Bachelor of Science
08/2008 – 12/2011

ST. LAWRENCE UNIVERSITY

Major: Computer Science Minor: Mathematics

SKILLS

MANAGEMENT

Org Design, Engineering Career Frameworks, Hiring & Interview Process Design, Performance Management, OKR Planning, Team Development, Agile Methodologies, Cross-Functional Collaboration, Global Team Management, Incident Management, Full-Stack Engineering Leadership

TECHNICAL

Python, Django, PostgreSQL, REST, Snowflake, Celery, Flask, GraphQL, MongoDB, Airflow, Pandas, Numpy, SQLite, AWS, Kubernetes, Kafka, Datadog, Docker, GitLab CI/CD