

Kevin Church

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Overview: Hands-on software engineering leader with 20+ years of experience as founding engineer and player-coach, scaling B2B SaaS teams and platforms from bootstrapped startup to private equity acquisition. Experienced in driving SOC 2 compliance, containerizing legacy on-premises systems with Docker for migration to AWS, implementing native and iPaaS enterprise integrations, managing full software development lifecycles (SDLC) with in-person, remote, and offshore teams, building continuous integration/continuous delivery (CI/CD) pipelines, and leading resolution of high-stakes technical and operational challenges, owning outcomes end-to-end.

Accomplishments: Pioneered and scaled the industry-launching secure document sharing and project management platform, serving 500+ enterprise customers over 20 years with top-tier performance and reliability.

- Achieved SOC 2 compliance by developing policies, documentation, and processes, delivering the project on time with minimal disruption, strengthening security, and enabling new and expanded customer contracts.
- Directed end-to-end technology due diligence for a private equity acquisition, analyzing all systems and operations to provide insights critical to closing the deal.
- Partnered with internal and external teams to build iPaaS and native enterprise integrations, accelerating GTM and supporting acquisition of higher-value customers.
- Engineered a high-performance, scalable web crawling platform on budget hardware, processing 1M URLs per hour per server through optimized tuning and modular design to support critical product functionality.
- Accelerated feature delivery by implementing Agile workflows and OKRs, boosting team efficiency and release predictability.
- Built an automated system generating Java POJOs and CRUD stored procedures from MS SQL schemas, added connection pooling, and dramatically improved development speed, code reliability, performance, and eliminated deadlocks.
- Initiated and executed an Oracle-to-PostgreSQL migration with 100M+ row tables, improving performance, reliability, maintainability, and eliminating database licensing and support costs.

- Drove platform expansion, doubling datacenter capacity and implementing data replication with warm-standby systems, enhancing resiliency, reducing RTO/RPO, and increasing overall reliability.

Tech Skills: SOC 2, AWS, Gen AI, CI/CD, Java, JavaScript, Vue, SQL, Linux

Education: Bachelor of Science, Computer and Information Science - University of Delaware, Newark, DE 1995-2000

Experience

VP of Engineering

Workzone, Philadelphia, PA (remote)

December 2018 - April 2025

Operating in the B2B SaaS Project Management sector, Workzone is a bootstrapped to Private Equity-Owned organization employing 16 people.

Responsibilities: Set technical vision and architecture for a reliable, scalable SaaS platform.

- Built and managed engineering team, hiring and mentoring talent, achieving an average tenure of 11 years.
- Established engineering best practices and development processes.
- Owned product delivery roadmap and execution with Product/Design.
- Oversaw infrastructure, security, compliance, and technology spend of \$500k.
- Reported on technology strategy, risks, and progress to executives and investors.

Accomplishments: Achieved SOC 2 compliance by developing policies, documentation, and processes, delivering the project on time with minimal disruption, strengthening security and enabling new and expanded customer contracts.

- Partnered with internal and external teams to build iPaaS and native enterprise integrations, accelerating GTM and supporting acquisition of higher-value customers.
- Maintained industry-leading reliability of 99.999% and sub-100ms application response times.
- Prepared managers for senior roles through structured leadership development programs.
- Implemented CI/CD pipelines and DevOps practices to accelerate delivery.
- Architected containerization and migration of legacy systems to AWS.

- Led tech due diligence and transition to private equity ownership.

Tech Stack: JavaScript, Vue, Java, Postgres, Linux, Docker/Podman, AWS

Director of Engineering

Workzone, East Norriton, PA (hybrid)

August 2014 - December 2018

Responsibilities: Led day-to-day engineering team operations and execution.

- Managed feature delivery, technical debt, and system reliability.
- Mentored engineers and drove team growth and performance.
- Implemented best practices for code quality, testing, and incident response.
- Collaborated with Product and Design to align on roadmap priorities.
- Monitored infrastructure, security, and operational metrics.

Accomplishments: Initiated and executed an Oracle-to-PostgreSQL migration with 100M+ row tables, improving performance, reliability, and maintainability while eliminating database licensing and support costs.

- Built REST API that expanded enterprise integrations, increased product stickiness to drive retention, and enhanced customer efficiency, fueling revenue growth and market expansion.
- Developed single sign-on (SSO) infrastructure powering the enterprise subscription tier, improving customer experience while driving higher-tier pricing and revenue growth.
- Strengthened team skills and readiness through mentorship and technical knowledge sharing.
- Increased feature delivery speed by 60% by introducing Agile and OKRs.

Tech Stack: JavaScript, Java, Oracle, Postgres, Linux, REST, Nagios, ElasticSearch

Founding Engineer

Workzone, East Norriton, PA (in-office)

August 2002 - August 2014

Responsibilities: Designed and scaled infrastructure supporting platform growth.

- Served as technical mentor to the growing engineering team.
- Established coding standards and architectural principles.

Accomplishments: Drove platform expansion, doubling datacenter capacity and implementing data replication with warm-standby systems, enhancing resiliency, reducing RTO/RPO, and increasing overall reliability.

- Refactored legacy JSP platform to modern MVC architecture.
- Established patterns and processes that scaled with company growth.

Tech Stack: JavaScript, Java, Oracle, Linux

Senior Software Engineer

Verilaw Technologies, Wayne, PA (in-office)

October 2001 - July 2002

Responsibilities: Coached team of 10+ engineers in Java development practices.

- Standardized workflows and improved team velocity.

Accomplishments: Engineered code generation tools that reduced development time by 70%.

- Automated CRUD operations for government electronic filing systems.
- Created automations for PDF manipulation

Tech Stack: JavaScript, Java, MS SQL Server

Software Engineer

InternetSeer, Thornton, PA (in-office)

November 2000 - September 2001

Responsibilities: Designed scalable web crawling platform architecture.

- Optimized database performance on commodity hardware

Accomplishments: Built platform processing one million URLs per hour.

- Implemented advanced query optimization and caching strategies

Tech Stack: Java, C++, Oracle, Linux

Java Developer
Odyssey Systems, Philadelphia, PA
April 2000 - November 2000

Responsibilities: Work with clients, designers, and product managers to convert business requirements into technical implementations.

- Build and maintain server-side business logic, data processing, and application workflows.

Accomplishments: Pioneered secure document sharing platform that evolved into Workzone.

- Created the platform that grew to serve 500+ enterprise customers over 20 years.

Tech Stack: JavaScript, Java, MySQL, Oracle, Linux
