

# Sean Williams

Technology Executive | AI-native Engineering Transformation | High-Growth SaaS  
(801) 369-7686 | moyibi@gmail.com | linkedin.com/in/williamsseanc

## EXECUTIVE SUMMARY

Technology executive with 25 years building and leading engineering organizations in high-growth, regulated SaaS environments. Currently driving a multi-product organization of 30+ engineers at BambooHR with a primary focus on an AI-native development model - embedding agentic workflows into core engineering disciplines. Nine years at HealthEquity, growing from individual contributor to Director leading 130+ engineers across the HSA, Mobile, and Investment Advisory platforms serving millions of members and \$10B+ in assets - a tenure that began when HealthEquity acquired the fintech startup I led as Head of Technology. A builder and a leader focused on ownership and transformation, I connect business strategy to engineering roadmaps, scale organizations for concurrent workstreams, and hold platform security, scalability, and delivery at a high bar for growth. Seeking a CTO role to lead an AI-native, high-velocity engineering team end to end.

## CORE COMPETENCIES

Technology Strategy & Roadmap • AI-native SDLC & Engineering Productivity • Claude Code • High-growth SaaS Scaling • Multi-Product Org Design • Regulated Platform Delivery (HIPAA/Fintech) • Talent Recruiting & Performance Management • M&A / Platform Integration • Commercial & R&D Investment Management • Executive Stakeholder Partnership • Cloud & Microservices Architecture • Monolith Modernization

## PROFESSIONAL EXPERIENCE

### Director of Software Engineering | BambooHR *Apr 2022 – Present*

- Leading BambooHR's shift to an AI-native development model embedding Claude Code, Cursor, OpenAI Codex, along with custom agents and skills into core SDLC workflows to increase engineering leverage without proportional headcount growth.
- Own engineering strategy for a 30+ person, multi-product organization spanning Benefits Administration, Time Clock (hardware/software integration), and Insights and Reporting - sequencing initiatives against roadmap priorities and shifting investment as products gain traction.
- Took Benefits Administration from zero to a top-revenue product line against a targeted 24-month timeline, partnering directly with Product to prioritize delivery milestones against ARR growth targets.
- Drove OKR-based delivery adoption across engineering, creating direct accountability between feature investment and measurable business outcomes.
- Recruit, coach, and develop engineering managers and senior engineers; own hiring, onboarding, and performance management tied to roadmap priorities.

### Director of Software Development & Delivery | HealthEquity *Nov 2019 – Apr 2022*

*Also held: Senior Software Development Manager (Mar 2019) • Software Development Manager (May 2015) • Senior Software Engineer Team Lead (Feb 2013)*

- Owned technology strategy for HSA, Mobile, and Investment Advisory platforms - consumer-facing, compliance-sensitive products serving millions of members with \$10B+ in assets under management.
- Directed the full integration of the Investment Advisory platform from the Financial Guard acquisition, creating what is still used today as the HSA Advisor managing millions of AUM with brokerage partners.
- Scaled from individual contributor to department director in nine years, earning four promotions; recruited, built, and led a 130+ engineer organization across seven direct-report engineering managers.
- Navigated HIPAA and financial regulatory requirements at scale, balancing compliance rigor with the delivery velocity a market-leading consumer health platform demanded.
- Led cloud migration and microservices refactor of legacy monolith platforms while managing a multi-million dollar engineering budget and sustaining delivery velocity.
- Built org-wide performance frameworks across technical and managerial tracks, improving retention, succession planning, and internal promotion through a period of rapid company growth.

### Head of Technology | Financial Guard (Acquired by HealthEquity) *Oct 2008 – Feb 2013*

- Served as executive and technical leader for a fintech SaaS startup - owned infrastructure, architecture, and engineering delivery, and played a key role in the company's acquisition by HealthEquity, where I transitioned into senior engineering leadership.
- Served as lead engineer and architect from early-stage development onward - designed the company's investment and automated onboarding engines (.NET, C#, MSSQL) and shipped MVP and subsequent feature rollouts rapidly as a lean, founder-level team.
- Established IT, vendor, and data security policies for a regulated financial environment; advised executive leadership and investors on technology roadmap through a successful exit.

## ADDITIONAL TECHNICAL EXPERIENCE

**Lead Software Engineer** • Altabank (formerly Bank of American Fork) *Jun 2006 – Oct 2008*

**Software Engineer** • EDS (Now HP Enterprise Services) *Jun 2005 – Jun 2006*

**Independent Technology Consultant** • Self *2001 – 2005*

## EDUCATION

**Bachelor of Arts in Communications** | CSU, Sacramento

*Concentration: Digital Media Communications • Minor: French • Graduated Cum Laude*

## LEADERSHIP & RECOGNITION

Eagle Scout Award • Volunteer Mission, Côte d'Ivoire, West Africa (24-month holding both leadership and training positions) • Lambda Pi Eta Honor Society, CSU Sacramento