

Erik Dasque

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SUMMARY

With over fifteen years of experience in different startups at the VP & CTO level, I build superior technology groups, growing, mentoring and managing large engineering teams. I will foster an environment where we can establish a great engineering culture, maintain, plan and execute on software development roadmaps, architecture, reduce technical debt and deliver customer value through simple user interface and product features using Agile methods. A strategic thinker with demonstrated business acumen, I remain a hands-on manager able to step-in and problem-solve with my teams. I have done so in many different technical contexts such as Java, GoLang, .NET, Node.js, LAMP, Ruby, NoSQL, MySQL, mobile (iOS, Android) and DevOps & Cloud based technologies (AWS, Docker, and private clouds). My experience includes SaaS, distributed systems, service-oriented architecture, micro-services, mobile applications, direct to Consumer web sites, Big Data Analytics, B2B applications and complex third-party API integrations. I have been involved in technical due diligence on several dozens deals, resulting in ten acquisitions for over \$400M, followed by the integrations of those acquisitions.

EXPERIENCE

Allure Security (August 2022-) CTO

At Allure Security, I rebuilt the engineering team and modernized the product offering from the ground up, all while stabilizing, maintaining the legacy system then replacing it completely. Under my leadership, the detection engine was significantly enhanced by integrating multi-modal GenAI with classical AI methods, and I introduced the use of Agentic AI to streamline documentation, test generation, and coding. I joined the company as a pre-Series A startup with under \$1M in ARR, contributed to securing Series A and B funding, and played a key role in driving revenue growth to over \$12M in ARR while expanding the customer base to over 300 clients.

- *Technical environment:* J2EE, Spring Boot, SQS, Kafka, EKS & Kubernetes, Lambdas, PostgresSQL, Bedrock, ChatGPT, LangChain, Python, Claude Code

FormAssembly (August 2020 - August 2022) VP of Engineering

At FormAssembly, I have grown the team to 30 engineers over two years as we added over 50% to our ARR. We've released major products in the Salesforce space including a Workflow builder, a demo sandbox for Salesforce Sales Engineers and many payment connectors including one to Elevate. FormAssembly had its best year ever in 2021 with 16M ARR.

- *Technical environment:* Laravel, ReactJS, AWS, MySQL, GoLang, Salesforce CRM, Salesforce Marketing, Salesforce Elevate, PayPal, Stripe, Chargent, Agile SCRUM.

Validity (May 2018- August 2020) EVP of Engineering

At Validity, as the Executive Vice President of Engineering, I was responsible for leading the company's software engineering function, developing strategic planning, direction and control of product development activities. Since early 2018, I grew the product portfolio and team to over a hundred software engineers through four new product initiatives, five size-able acquisitions (a total of over \$500M, for which I was responsible for technical due diligence and integration) and organic growth, in three location across the US and some offshoring capability. In those two years we grew our revenue from \$12M ARR to over \$150M ARR.

- *Technical environment:* Java/J2EE & Spring Boot/MVC, ReactJS, RESTful APIs, Docker, Ruby & RoR, MySQL & DynamoDB, GoLang, GRPC, AWS, Kubernetes, Agile SCRUM.

Evertrue (November 2016 – May 2018) VP of Engineering

As the technology leader at Evertrue, I took over, organized, transformed and grew an engineering team of twenty so as to face the challenges encountered as a fast-growing company in the higher-education advancement space. Under my leadership, the team released a brand-new Volunteer Management System product as well as many great new features of its core platform. While at Evertrue, the company grew its ARR to \$7M from \$3M in 2016 and completed a round C of financing with University Ventures and Bain Capital after successful technical due diligence. There I presented at and participate in quarterly board meetings. Evertrue was acquired for \$100M in a merger/acquisition deal with Thankview.

- *Technical environment:* Java/J2EE & Dropwizard, ReactJS, RESTful APIs, Docker, Ruby & RoR, MySQL & Cassandra, Spark/Storm/Kafka, fully on AWS, JIRA, Agile SCRUM, six iOS & Android applications.

Digital Fuel Capital / Mustang Group (2013-) Technical Advisor

Technical due diligence for Private Equity acquisitions of niche e-commerce assets, with a focus on risk assessment, integration work, performance & scalability, team, security, privacy. Technical consulting for teams in the portfolio.

Constant Contact (Nov 2012-October 2016) – Senior Director of Engineering

As a senior member of the engineering leadership team, I started with two products and a small team which I have grown into a team of 55+ engineers that built Constant Contact next generation Email Marketing products, all-in-one Small Business solution, taking ownership of or creating four other product lines and reaching an ARR of over \$300M. Constant Contact was acquired by Endurance for \$1.1B.

- Managed, mentored and grew a team of over fifty software engineers (from 15) building Constant Contact award winning small business marketing SaaS software (including Email, Event, Coupon, Automation). Hired 10 engineers in the last 12 months.
- Championed various companywide initiatives such as Application Level Metrics, Agile Scrum resulting in increased ownership and velocity.
- Organized the invite only Engineers4Engineers developer conference in 2014 & 2015 (375+ attendees), Bootcamp for Emerging leaders, Code Club, various Engineering wide training.
- Developed and taught the Docker Bootcamp course (internally & externally)

- *Technical environment:* H.A., Java/J2EE & Spring, Ruby & RoR, IBM DB2 & MySQL, Cassandra, node.js, Docker, OpenStack, Git, Github, JIRA, Agile SCRUM, LDAP, Security, iOS & Android app development, internal & external REST micro services architecture

Vivaki Nerve Center – Publicis (November 2009 – October 2012) - Vice President of Product Development

As the Vice President of Product Development of this startup within Publicis, the third largest marketing group worldwide, I managed the Click2Sales, Campaigns on Demand and Benchtools products and engineering, three Search Engine Marketing business intelligence and campaign management web applications. I took over two small development teams in Paris, grew them across multiple locations (Boston, Paris, Chicago), introducing QA and Product Management, structuring customer support and turned around a failing product which quickly become the most successful offering. The Vivaki Nerve Center was created to be the proactive solution to keeping Publicis digital agencies (Digitas, Razorfish, Starcom, Performics, ZenithOptimedia, Digitas Health) at the forefront of the highly fragmented and ever-evolving digital marketing.

- Managed the development, support and product management teams for three products (~30 people)
- Re-architected the back-end to dramatically improve the performance and scalability of Benchtools. Went through a complete UI redesign & re-implementation to erase past UI/UX debts.
- Mentored developers and junior product managers. Management of two P&L, \$3M+ budget.
- Organized the roadmap and feature backlog for the three products. Provided expertise around Display Advertising, Search Engine Marketing (a.k.a. PPC) and SEO.
- Evaluate integration points of said products with other products within the organization.
- Re-organized the development teams, migrated two teams to Agile/SCRUM
- Deployed and managed large web applications on a cloud-based cluster (Amazon Web Services)
- *Technical environment:* PHP, MySQL, MongoDB, NoSQL, Eclipse, JIRA, Trac, SVN, SCRUM, AWS EC2 & RDS.

BzzAgent (December 2005- August 2009) - Vice President of Engineering

BzzAgent was the first company to productize word of mouth campaigns successfully with a network of 200k+ brand evangelists. I was brought in at BzzAgent after the B round of funding to build an engineering team that could execute on the needs of a fast growing startup. I grew the team from 3 developers to 20+ engineers and successfully built and improved a high traffic & scalability website, launching two new product offerings, an international presence and a mobile application. BzzAgent was acquired by Dunnhumby

- Built, managed and mentored a team of 20 engineers (J2EE developers, Web Development, System Engineers, QA and IT - production site and internal). Reported to COO.
- Implemented a new agile development structure, which greatly improved BzzAgent's ability to architect, develop and release features of its SaaS BzzEngine application.
- Release schedule and project management (10 major releases in 32 months, 30+ features).
- Product and feature design, requirement gathering, product management, SEO.
- Co-created, co-designed and managed the development of the BzzAgent FrogPond which quickly became a key product in BzzAgent's offering and a source of revenue.
- Organized a consistent approach to documentation within the development team
- Created and managed: International offerings, Facebook application, iPhone app, SEO, A/B testing, Data Warehouse, White label sites, Data center and Product Review Board. Took over and re-organized the IT department to address the growing needs of a 80+ people company.
- Main interface with other groups, Executive Team, Principals.

- *Technical environment:* J2EE & LAMP, Hibernate, Tomcat, JBoss, Apache, PostgreSQL, MySQL, MediaWiki, GIT, Redmine, IntelliJ, SVN, Bugzilla, Scrum.

SilverStream / Novell (September 1997-December 2005)

- Senior Product Manager, Mono Project (2003 – 2005)
- Senior Product Manager, J2EE Application server & ePortal/Director (2000 – 2003)
- Pre-sales Department Manager, SilverStream France - Paris, France (1997 – 1999)

EDUCATION

Babson Business & Strategy executive program, sponsored by Constant Contact - 2015

École Supérieure d'Informatique, Montreuil, France — 1991 - 1996

- Master's degree (Bac+5) - Computer Science. Thesis on the Java Platform.

SKILLS

- Software Development Management and Product Management. Agile SCRUM development process.
- B2B & B2C high scalability web site development - Consumer web sites, personalization, content management, workflow, user right management and rules engine.
- Object Oriented Design, OOP Methods, GUI design, U/X, A/B testing, SEO optimizations.
- GoLang, LAMP stack, Linux/Apache, MySQL, PHP, Zend MVC framework, node.js, Ruby
- Java Enterprise (J2EE), Struts, Spring MVC
- Microsoft .NET, Mono, ASP.NET, ADO.NET.
- Web Services, REST, SOAP, WSDL, CORBA.
- ReactJS, ReactNative, AngularJS & Backbone/Marionnette Front-end development
- Swift native iOS development
- Linux, Mac OS X and Windows operating systems,
- Database design and development: SQL (Oracle, Sybase, PowerBuilder, PostgreSQL, MySQL) & NoSQL (CouchDB, DynamoDB, MongoDB, Cassandra, Hadoop)
- Proven experience in QA management, automation (Selenium), performance testing. Proficiency with Eclipse, IntelliJ, Mercury/HP test tools, Source control systems such as Git, SVN, Clearcase, CVS, SourceSafe.
- Cloud-based computing. Amazon Web Services (Cost optimization, products, large account management) & Google Cloud Platform
- Security and Privacy (AppSec, InfoSec, InfraSec, Certifications, SOC2, ISO 27001, GDPR, CCPA)

MISCELLANEOUS

- Fluent French and English, Spanish spoken
- Hobbies: DIY electronics, scuba diving (Technical Diver), car racing, videography and photography.
- US citizen
- CPR & first-aid Red Cross certified.