

Joel Lawler

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Professional Summary

Director-level engineering leader with 20+ years building and scaling mission-critical platforms in regulated financial and healthcare domains. Set vision and hired full stack and backend teams that delivered high-scale systems—from card-related data platforms and loan/valuation engines to HIPAA/SOC2-compliant SaaS—while partnering with product, risk, legal, and compliance. Proven track record driving operational excellence, robust development lifecycles, and platform investments that grow and scale business outcomes.

Skills

Platform & engineering: Card platform · Full stack engineering · Backend systems · Scalable platform architecture · Development lifecycle · CI/CD · GitOps · Operational excellence · AWS · Azure · Node.js · React · C# · .NET Core · SQL Server · PostgreSQL

Leadership & outcomes: Setting team vision · Hiring and retaining full stack engineers · Growing engineering talent · Cross-functional partnership · Influencing product and business leadership · Driving key business outcomes · Budget and resource allocation

Domain & compliance: Financial products · Regulated systems · SOC 2 · HIPAA · GDPR · Risk · Legal and compliance · Data integrity · Ledgering and accounting-adjacent systems

Experience

Director of Engineering — Libra Solutions (Remote)

Nov 2025 – Feb 2026

- **Reorganized** a 60+ engineering team into pods; **reduced** meeting time by 75% and **increased** productivity by 30%.
- **Architected** a comprehensive transition plan from monolithic to microservices ecosystem, **mapping** domain-driven service boundaries and data migration strategies to **improve** system fault tolerance and modularity.
- **Aligned** engineering strategy with executive expectations on timeline, scope, and resourcing in a compliance-heavy environment, establishing clarity for cross-functional partners in legal and operations.

Associate Director of Engineering — IDEXX (Franklin, TN)

Sept 2024 – Nov 2025

- **Set** technical direction and **led** a globally distributed full stack engineering team; **drove** code quality through architecture design sessions, CI/CD and GitOps best practices, and agile delivery, **increasing** release predictability and fostering a culture of operational excellence.
- **Architected** pet subscription service **incorporating** Stripe payment system and home delivery.
- **Owned** end-to-end technical integration of acquired startups: **aligned** engineering workflows, systems, and data architecture through cross-functional workshops with Product and Operations, **reducing** merger timeline and **ensuring** seamless consolidation of development lifecycles, toolchains, and GitOps workflows.
- **Built** and **ran** the organization's SOC 2 compliance program—**developed** security controls, **maintained** audit-ready documentation, and **coordinated** with external auditors—**enabling** continued scale while meeting rigorous data protection and risk standards.
- **Deployed** advanced cloud security on Azure (IAM, encryption in transit/at rest, org-wide MFA), **mitigating** security risk and **supporting** compliance requirements for product expansion and platform scale.
- **Managed** engineering budget planning and resource allocation; **forecast** staffing needs and **monitored** spend-to-deliverable metrics to **deliver** on-time feature releases and **maximize** ROI for business leadership.

Director of Engineering — Freightwise (Nashville, TN)

June 2023 – Sept 2024

- **Led** team that **built** a generative AI platform on AWS Bedrock, **using** RAG over large PostgreSQL datasets to **make** invoice data researchable for senior leadership.
- **Architected** a system **using** Dremio and AWS S3 that **reduced** report generation from 3+ hours to seconds.
- **Drove** career development for direct reports through structured 1:1s, **setting** clear goals and **growing** talent to support team and business outcomes.

Software Engineering Manager — Thriveworks (Nashville, TN)

June 2022 – June 2023

- **Led** end-to-end delivery of a HIPAA-compliant JavaScript SaaS application on AWS; **drove** compliance, security, and user engagement for a regulated, patient-facing product used at scale.
- **Managed** a distributed team of 20 full stack engineers across multiple time zones; **grew** talent through mentorship and strategic resource allocation and **retained** key contributors through clear vision and career development.
- **Built** an internal dashboard aggregating Jira and GitHub data; **reduced** reporting time and **delivered** actionable KPIs for product and leadership, **enabling** data-driven decisions across engineering and business.

Director of Engineering — Kroll (New York, NY)

Aug 2019 – June 2022

- **Set** vision and **led** a globally distributed team to **architect** and **deliver** a GDPR-compliant generative AI research platform for private equity valuation and risk assessment; **ensured** data privacy and regulatory adherence while **scaling** the platform for high-volume, financial use cases.
- **Drove** cloud-native SaaS delivery across multiple regions using Azure deployment pipelines and infrastructure automation; **reduced** time-to-market and **increased** operational efficiency for mission-critical financial workflows.
- **Built** scalable C# API microservices, Angular front ends, and SQL Server backends; **established** rigorous peer review and automated testing to **improve** system reliability and **support** long-term platform scale and eclectic use cases.
- **Partnered** with product, analytics, legal, and compliance on requirements, risk controls, and release strategy; **influenced** roadmap and **balanced** product expansion with platform investments.

Principal Software Engineer — Waller, Lansden, Dortch & Davis (Nashville, TN)

Aug 2011 – Aug 2019

- **Led** complex data migration from on-premises systems to Azure; **reduced** data access times and **ensured** compliance with GDPR and HIPAA for sensitive legal and client data.
- **Implemented** document automation and workflow systems that **streamlined** legal document processing, **improved** accuracy, and **reduced** manual workload—**enabling** the firm to scale operations without proportional headcount growth.
- **Developed** integrated applications consolidating Accounting, Active Directory, and CRM data; **improved** data integrity and **supported** audit and compliance needs across legal and finance.

Principal Software Engineer — Latimore, Black, Morgan & Cain (Brentwood, TN)

Jan 2010 – Aug 2011

- **Designed** and **delivered** accounting and client workflow applications that **streamlined** processes, **reduced** cycle times, and **drove** quantifiable cost savings—**aligning** engineering deliverables with business outcomes and operational efficiency.
- **Built** scalable, cloud-enabled web solutions that **improved** cross-functional collaboration, **increased** uptime, and **minimized** disruptions for agile, resilient operations.

Lead Software Engineer — Psychiatric Solutions Inc. (Franklin, TN)

Jan 2009 – Jan 2010

- **Developed** Business Intelligence solutions using SQL Server, SSIS, and SharePoint; **enabled** data-driven decision-making and **streamlined** reporting for legal and operational teams.
- **Optimized** web hosting for performance and scalability; **mentored** junior developers and **elevated** engineering practices in a distributed team.

Lead Software Engineer — Bradley, Arant, Boult, Cummings (Nashville, TN)

Feb 2002 – Dec 2008

- **Led** implementation of Document Management and automation systems that **reduced** turnaround times and **ensured** compliance with industry regulations; **scaled** legal practice efficiency across the firm.
 - **Designed** and **launched** the firm's website and intranet; **increased** client engagement and internal collaboration and **established** secure, efficient access to resources.
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Volunteer

- **Nashville Software School:** Mock interviews, capstone reviews, internship support
 - **NashJS (Nashville JavaScript User Group):** Technical presentations, group discussions, community facilitation
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Education

Judson University — Bachelor of Arts, Liberal Arts