Dylan Garvis

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SUMMARY

Dynamic technology leader with a proven track record of building and scaling high-performing engineering teams in growth-stage companies. Consistently delivers projects ahead of schedule while maintaining strong team engagement and retention. Expertise in accelerating startup growth through strategic team development, technical leadership, and efficient execution. Demonstrated success in rapidly scaling engineering capabilities to meet aggressive business objectives, particularly in pre-Series B through Series C environments. Known for creating collaborative, high-output engineering cultures that consistently exceed delivery expectations while maintaining exceptional code quality and team satisfaction.

EXPERIENCE

Senior Software Manager | Leonardo DRS RADA | Germantown, MD | February 2024 – Present
· Leverage a customer-centric viewpoint and iterative development approach to identify and deliver all key features ahead of schedule.
· Introduced Automation to reduce repetitive tasks and save about 8 hours per week.
· Added AI tools to the developer workflow to reduce time researching, leading to a 20% increase in completed story points.

Director of Engineering | BishopFox | Phoenix, AZ | November 2021 – October 2023
· Transformed the hiring process only to consume 3 hours per candidate, tripled the acceptance rate, and increased the 1-year retention to 100%.
· Decreased unplanned downtime from 4 to 8 hours per week to almost zero by introducing deployment windows, requiring peer reviews, and establishing a QA team.
· Led Agile transformation to introduce a customer-centric development view and focus on releasing features regularly, increasing the quarterly success rate from below 50% to around 80%.
· More than double platform capacity by moving away from a couple of monolithic services towards microservices.
· Prioritized compliance and discovery questions required to secure the next funding round while maintaining the roadmap.

Software Manager | Bethesda Softworks | Rockville, MD | February 2020 – November 2021
· Decreased website issues during significant marketing events from 3-5 to 1 or less by coordinating with the marketing team to determine prioritized features ahead of time and then implementing feature freezes before events to allow testing time.
· Collaborated with the legal team and selected vendors to improve GDPR compliance and maintain metrics for the website.
· Developed a new binary patching method that, when completed, would have reduced time spent by the testing team when switch builds by 80%.
· Corrected licensing issues and critical security vulnerabilities across desktop and web applications while maintaining the feature roadmap to support the Microsoft Acquisition.

Contractor Developer | Coast to Coast Promotions | Berryville, VA | January 2011 – February 2020
· Developed & Maintained a Spirit Wear E-commerce platform with over 30 schools and sports teams to provide branded store pages, collect payments, and customizations.
· Designed, Developed, & Maintained operation interfaces that organized pending orders for the manufacturing process.

Software Manager | CyFIR | Manassas, VA | February 2015 – August 2019
· Developed a SaaS platform to analyze unknown executables in under 30 minutes to quickly alert the SOC and client when a threat is identified.
· Maintained a 99% uptime for the analysis platform and dynamically scaled analysis engines to minimize costs while providing quick analyses when needed.
· Increased customer satisfaction while leading the support team by focusing on response time, transparency, and dogfooding applications.

PROJECTS

Building A Minecraft Community | SoMC: Social Minecraft | somc.club
· Created a Meetup page to test viability before launching the project.
· Leverage surveys and operational metrics to increase 1-month retention to over 60% and increase playtime by 25%.
· Monetized the group with monthly subscriptions and digital purchases to cover 80% of the operational costs.

EDUCATION

Master of Business Administration | George Mason University | Fairfax, VA | 2023

Bachelor of Computer Science | Virginia Tech | Blacksburg, VA | 2014