

Remote
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Cody A. Ray

Engineering Executive & Technical Advisor — Fractional CTO / Head of Engineering

Executive Profile	Helped grow Confluent Cloud as one of its first engineers, spending eight years building it from a venture bet into the core revenue engine for Confluent's IPO and subsequent IBM acquisition. Progressed from Confluent Cloud founding engineer to Principal Engineer and Director of Engineering, focused on the global multi-cloud control plane for our data infrastructure product. Championed developer tooling for our customers (such as public APIs, CLI, Terraform, and hybrid support for on-prem and cloud), and a "fixed cost" platform philosophy — building frameworks so product teams absorb standard integrations (API, RBAC, audit logs, auth, DB, etc) once, not for every service. Available for fractional CTO, fractional Head of Engineering, and technical advisory engagements with venture-backed and growth-stage technology companies.	
Advisory Focus	<u>Org & Leadership:</u>	Engineering org design, the platform/product boundary, and developing senior technical leaders
	<u>Exec Support:</u>	Technical judgment on architecture and scaling decisions for founders, CTOs, boards, and investors
	<u>Dev Velocity:</u>	Platform engineering, internal developer platforms, API/CLI/Terraform strategy, engineering effectiveness
	<u>Platform & Cloud:</u>	Cloud/SaaS evolution, multi-cloud/Kubernetes infrastructure, avoiding architectural dead ends
	<u>Reliability:</u>	Availability, incident response, operability, and cost efficiency at scale
Experience	Engineering Leader, Confluent, Inc. Aug 2021 – May 2026 Director of Engineering, Principal Engineer - Partnered with 800+ engineers company-wide to surface cross-team gaps and enable teams to move faster while continuing to hit our quality bars - Transformed a distressed team into one of Confluent's most respected engineering teams, managing 15 people and serving as tech lead for a 45-person organization - Bootstrapped 3 teams to address identified product and platform gaps (CLI/Terraform, API Foundations, Service Foundations); launched the initial offering, developed tech leads and a successor manager, moved to the next gap - Championed the Application Developer Platform to provide engineers with paved paths to meet Confluent's quality, security, reliability, operational, and product standards. Includes service runtime frameworks in Golang and Java with integrated first-class testing capabilities. These power 100+ services company-wide, all new control plane services and several legacy 2017–2019 era microservices. - Consolidated Confluent Cloud's pre-production footprint from 143 regions to 23 — saving \$1M/year in infra costs and streamlining cross-team integration testing - Mentored staff+ leads driving critical initiatives, such as service mesh, feature flags, and workflow orchestration for highly regulated environments (FedRAMP) - Taught workshops to principal engineers, all-eng-managers, and all-engineering on eng values, eng management, platform integrations, AI for eng productivity Founding Engineer, Confluent Cloud, Confluent, Inc. Oct 2017 – Aug 2021 - Delivered Confluent Cloud's first non-Kafka product (hosted Schema Registry) and first cloud connector (Connect S3), leading the company's Cloud First pivot.	

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Shaped the underlying global cross-cloud/cross-Kubernetes scheduling system underpinning its control plane

- Grew the Confluent CLI to 1,000+ weekly users and 20+ public APIs, unblocking significant revenue tied to new features for both Confluent Cloud and self-managed users via a hybrid CLI
- Kept Confluent Cloud on its SLA targets first by developing a standardized monolithic release and end-to-end testing processes (after months-long forced release halts), and later rebuilt these processes to support safe independent deployments per team. This required untangling a messy “distributed monolith” DB architecture, strengthening (or providing) internal APIs, and providing a full-pyramid style testing approach for hundreds of services
- Accelerated API delivery from 4 products in 5 years to 5+ every 6 months. Established and chaired the “API Council” across 8+ teams, 200+ engineers. Cut API-spec dev time 80–90% via custom OpenAPI tooling, while consolidating authentication from 5+ mechanisms to 2.

Lead Dev-Ops Engineer, PEAK6 Investments, Chicago, IL Oct 2015 – Oct 2017

- Built observability platforms (ELK ingesting 500GB/day, Graphite/Grafana, StackStorm) for firm-wide trading systems; led DevOps tooling rollout (ChatOps, GitHub Enterprise consolidation)

Founding Engineer, Signal Digital (BrightTag), Chicago, IL Aug 2011 – Aug 2015
Acquired by TransUnion (2020)

- Built the core framework for server-side data integrations, our first unique differentiator. This replaced browser-based “ad pixels” for partner data sharing, which slowed websites, causing customer churn and security concerns. Onboarded the first 20+ partners and mentored team to support 100s of partners
- Built the iOS and Android SDKs, shipped a cookie-consent banner across 200+ EU sites for major global brands
- Developed a Puppet/HAProxy service mesh (before the concept existed), open sourced a global multi-cluster Cassandra management platform (Agathon), and led a time-series stats pipeline (Mongo, Storm/Python, KairosDB, Elastic)
- Operated RabbitMQ, Redis, and Kafka at scale (50k+ QPS), including app-side integrations and custom monitoring tools

Additional Experience

General Partner, Warray Ventures LLC, Chicagoland, IL 2021 – Present

- Co-own a 100+ unit portfolio across 10 buildings; raised syndication capital to turn around a vacant, condemned building; fully stabilized in 12 months

Interim CTO / Technical Advisor, TickPredict 2017 – 2018

- Advised an early-stage crypto startup on technical strategy and architecture

CEO, BookMore Systems (formerly Buka Fitness) 2015 – 2017

- Co-owned and operated a vertical SaaS business for independent fitness studios

Education & Technical Depth

Education: B.S./M.S. Electrical Engineering, Drexel University, 2011
Distributed Systems: Kafka, gRPC, Cassandra, Elasticsearch, Redis, MongoDB
Cloud & Infra: AWS, GCP, Kubernetes, Terraform, OpenAPI
Languages: Go, Python, Java, Node.js, Ruby

Recommendations: [linkedin.com/in/codyaray](https://www.linkedin.com/in/codyaray) Code samples: github.com/codyaray