

Andrew Rodgers

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Engineering Transformation Executive | Software, Data & Platform Leadership

I'm the leader you hire when a capable engineering organization isn't performing to its potential.

I build high-agency technology organizations by developing leaders, clarifying ownership, removing bureaucratic drag, and giving strong people the autonomy to execute. My career began in hands-on software engineering and expanded into enterprise leadership across software, data, AI, platform, security, and architecture. I bring deep technical fluency, but my differentiator is organizational leverage: turning talented groups into aligned, accountable teams that scale.

CORE LEADERSHIP STRENGTHS

Engineering Organization Transformation: Org design, operating models, clear ownership, autonomy, accountability, change leadership.

Leadership & Talent Development: Manager coaching, leadership development, high-trust/high-expectation cultures, performance.

Operating Model & Delivery: OKRs, prioritization, delivery cadences, portfolio visibility, metrics, execution discipline.

Executive & Business Alignment: Business-to-technology translation, investment tradeoffs, roadmap strategy, stakeholder alignment.

Technology Strategy & Modernization: AI, data, cloud, architecture, platform modernization, security, and regulated delivery.

PROFESSIONAL EXPERIENCE

Senior Director of Data Engineering & Software | Community Health Systems | Nashville, TN | Feb 2025 - Jun 2026

- Led software engineering, data engineering, cloud operations, and enterprise delivery for a \$12B healthcare system, aligning technology priorities with clinical, operational, and executive needs.
- Built operating cadences, delivery metrics, portfolio visibility, and governance practices that improved prioritization, delivery predictability, stakeholder confidence, and accountability across teams.
- Partnered across operations, clinical leadership, security, finance, and technology to translate business friction into roadmaps, measurable outcomes, investment priorities, and executive decisions.
- Led enterprise GenAI adoption and AI-enabled workflow initiatives, including LLM-powered clinical documentation, knowledge-grounded AI capabilities, governance patterns, and production readiness for regulated use cases.
- Strengthened cloud governance, DevOps maturity, automation, quality practices, and security-by-design standards to reduce delivery friction and support scalable, maintainable software.
- Established enterprise data governance and AI/ML readiness practices across lineage, quality, access controls, streaming, analytics, and decision-support foundations.

Deputy CTO & Director of Software Engineering | Lotic.ai | Remote | May 2021 - Feb 2025

- Built and led a global technology organization spanning software engineering, QA, platform, data science, NLP, and ML for AI-enabled consumer and commercial products.
- Created the operating model for scale through clear priorities, OKRs, Agile delivery rhythms, QA practices, DevOps workflows, release discipline, and performance visibility.
- Led product and platform delivery across web, mobile, APIs, and internal systems while aligning product, design, data science, and executive leadership around roadmap and customer outcomes.
- Oversaw proprietary NLP model integration into customer-facing experiences, balancing model capability, usability, privacy, quality, and operational readiness.
- Directed architecture modernization, cloud/platform improvements, security practices, and ISO 27001 readiness for an AI-enabled SaaS environment.

Director of IAM Architecture & Engineering | Humana | Louisville, KY / Remote | Sep 2017 - May 2021

- Led architecture and engineering for large-scale identity, authentication, access, and customer-facing platform capabilities in a regulated healthcare and insurance environment.
- Unified fragmented consumer authentication experiences into a scalable platform, reducing complexity, strengthening security, improving maintainability, and enabling more consistent digital experiences.
- Partnered with product, security, compliance, infrastructure, and executive stakeholders to align architecture decisions with customer experience, risk reduction, regulatory needs, and modernization.
- Drove API modernization, automation, CI/CD, architecture governance, security-by-design, and technical debt reduction while mentoring engineers and technical leaders.

CTO & Co-Founder | CIBOS | Louisville, KY | Nov 2016 - Sep 2017

- Led product and engineering for a customer-facing marketplace platform, defining architecture, technical roadmap, delivery model, APIs, integrations, vendor workflows, and operational tooling.
- Balanced startup strategy with tactical execution across product, engineering, cloud infrastructure, release planning, and business operations.

Software Development Manager / Senior Application Developer / Database Developer | Earlier Career | Multiple Companies | 2007 - 2017

- Progressed from hands-on full-stack and database engineering into software development management across SaaS, payments, transportation, and operations platforms.
- Built customer-facing applications, APIs, integrations, reporting systems, backend services, and data models using .NET/C#, JavaScript, SQL Server, and related technologies.

TECHNOLOGY & DOMAIN FLUENCY

Leadership & operating models: Organizational design, leadership development, OKRs, Agile, product/engineering alignment, portfolio governance, executive reporting, regulated delivery.

Technology: GenAI, LLMs, RAG, NLP/ML, cloud-native platforms, AWS/Azure/GCP, APIs, REST, GraphQL, microservices, event-driven systems, DevOps, CI/CD, observability, security-by-design, IAM, data governance.

Engineering foundation: .NET/C#, JavaScript/TypeScript, Node.js, React, SQL, APIs, integrations, backend services, data models, cloud infrastructure.

Domains: Healthcare, insurance, IAM/cybersecurity, AI-enabled SaaS, consumer platforms, marketplaces, payments, and regulated enterprise systems.

EDUCATION

MBA, Information Technology Management | Western Governors University | In Progress

Bachelor of Arts, Psychology | Thomas Edison State University | Completed