

Kelvin Rodriguez

Head of Engineering · Applied AI + Healthcare · Series A–D

Denver, CO · Open to Remote (MT / UTC-7) · me@kelvincoding.com

linkedin.com/in/kelvinrod · github.com/kelvincoding

SUMMARY

Engineering leader with 15 years of shipping production systems and building engineering teams. Most recently Head of Engineering at Float Health, a Series A in-home-care marketplace, and before that at Parachute Home, a DTC retail brand. At Float, delivered concurrent HIPAA and SOC 2 Type I and Type II certifications while migrating the backend to FHIR-compliant Care Plans, all on an 8-engineer team. Run small teams using 6-week Shape-Up cycles, continuous-on-merge DORA delivery, and the Agentic Engineering Workflow: a swarm of agents under centralized orchestrators and shared tooling. Deep experience with distributed teams, healthcare compliance (HIPAA, SOC 2, FHIR), and consumer-scale transactional platforms.

PROFESSIONAL EXPERIENCE

Float Health

Feb 2025 – Mar 2026

Head of Engineering

Remote

Series A in-home-care healthcare marketplace (Nurses, Hospitals, Pharmacies, Patients)

Scope: 8 engineers across frontend, backend, and platform; reported to the CEO (founder); peer to Head of Product, Head of Finance, and Head of Growth on the executive team, partnering with the COO (founder) on operations.

Owned engineering, security, and compliance program. Consolidated inherited distributed engagements into a single US-based team in the first quarter.

- Set engineering strategy against a corporate North Star of "Increase GMV" by installing a Pillars & Foundations OKR framework. Tied engineering OKRs to Cost per Patient Visit, so the team optimized the same number the board reviewed.
- Built the Agentic Engineering Workflow as the org's new SDLC: a swarm of agents under centralized orchestrators and shared tooling, with different models routed by task profile. Product ran prototypes through it independent of engineering sprint capacity.
- Directed the backend migration from a legacy visit-based model to a longitudinal FHIR-compliant Care Plans architecture, a prerequisite for multi-treatment scheduling and the 10x growth plan.
- Engineered a reversible per-market pricing surface; lifted marketplace profit from 10% to 40% with Operations during peak-demand windows.
- Architected an AI workflow that converts unstructured inbound email referrals into structured records, so growth scales with clinician capacity instead of data-entry headcount.
- Formalized incident culture around a 20-minute SLA/SLO acknowledgment cadence. Instituted a You Build It, You Run It ownership model with tiered on-call (last week's on-call becomes this week's backup), retiring the dedicated-SRE role.
- Cut MTTR ~50% under the new incident-response model.
- Restructured a segmented frontend/backend org into a 70/30 full-stack model. The Agentic Engineering Workflow carried the cross-stack ramp, cutting handoff time on features that touched both layers.
- Delivered HIPAA and SOC 2 Type I and Type II certifications concurrently, clean first attempts on both. Multi-cloud footprint: AWS primary (VPC, EC2, RDS, GuardDuty) with GCP for a compute wrapper co-located with VertexAI.
- Translated engineering tradeoffs to the C-suite through Shape-Up Pitches, Bets, and Even-Over framings. Used Even-Over to negotiate technical-debt work with leadership without trading away feature predictability.

Parachute Home

May 2021 – Feb 2025

Head of Engineering

Remote

DTC home goods brand with brick-and-mortar retail expansion

Scope: Scaled engineering from 5 to 15 in under a year, then held at ~15 across the remaining tenure with normal churn. Reported to the CEO. Scope expanded from engineering-only at the start to include Corporate IT and brick-and-mortar retail IT as the retail footprint grew; partnered with Product, Marketing, Creative, and Logistics.

- Led the migration from self-hosted Shopify to a custom Next.js platform on Vercel and AWS, cutting operational cloud and licensing cost ~60% and lifting the multi-region scaling cap the old platform had imposed.
- Architected a unified back-office integration across a custom headless checkout, a financial-transactions system for high-concurrency retail spikes, and a BI stack on Snowflake, dbt, Airflow, and Looker. Improved forecasting accuracy ~40%.
- Rolled out Shape-Up org-wide: 6-week cycles, cool-downs, Even-Over framings. Cool-downs became the negotiated home for technical-debt work alongside feature delivery.
- Hired 10 engineers in the first year; cut new-hire ramp time ~50% through a structured onboarding loop and coached single-platform developers into full-stack contributors as the headcount plateaued.
- Instituted the 3-round hiring loop: short take-home or personal-project walk-through, decision-making interview with a staff+ partner, behavioral round with Product and a cross-functional stakeholder. Screened for decision-making and communication over language-specific skills.
- Integrated k6 smoke and load testing into CI/CD to keep the custom checkout stable through peak retail events; drove the DORA delivery profile to continuous-on-merge.
- Took on Corporate IT and brick-and-mortar retail IT as the physical store footprint expanded; owned network, hardware, store-level access, and distributed-workforce security alongside engineering.
- Called to sunset the custom Shopify-parity platform as Shopify shipped native equivalents (Hydrogen, Checkout Extensions, Payments & Functions); brought the build-vs-buy reversal to the executive team.

Nurx

May 2019 – May 2021

Senior Engineering Manager

Remote

Series-stage telehealth (regulated prescriptions, HIPAA)

Scope: Backend/platform team on a Ruby on Rails monolith; first formal people-management role. Reported to Director of Engineering; partnered with Product, Design, and Clinical Ops.

- Migrated the core Rails monolith from Heroku to AWS, cutting infra cost ~20% and lifting the PaaS pricing ceiling that had been capping patient-visit growth.
- Architected a HIPAA-compliant background job queue on TypeScript and BullMQ that reliably processed thousands of asynchronous patient responses daily; contributed to a ~15% lift in customer retention through more durable patient follow-up.
- Shipped a rule-based diagnostic system in partnership with Product and Design; translated clinical requirements into a scalable architecture and raised diagnostic precision ~25%.
- Addressed technical debt additively rather than through a rewrite: introduced NestJS and Next.js alongside the Rails monolith, gaining team velocity and modern-ecosystem reach while feature delivery kept moving.
- Modernized CI/CD over ~18 months: deployment lead time -50%, manual change-failure rate -60%, team productivity +20%.

Ambit Energy

Sep 2015 – May 2019

Lead Staff Engineer, Billing & Transactions

Dallas, TX

International retail-energy provider; expanded into white-labeled global markets

Scope: Technical leadership of the Billing & Transactions platform through the international-expansion phase. Partnered directly with product and finance stakeholders.

- Architected a unified international billing engine that backed white-labeled payment infrastructure for new-market launches, a consumer-account-scale transactional system handling cross-border edge cases.

- Engineered a Rust byte parser over a fixed-length data format with a spec/definition system, replacing the prior array-indexing and string-splitting approach and cutting data-processing time ~1,200%. Still in production at last-known state.
- Led the on-prem to Azure Kubernetes Service migration, lifting scalability and reliability by 40% and enabling white-labeled deployments on a unified codebase across new markets.
- Built the company's first observability service (ASP.NET Core, Prometheus, Grafana), driving downtime down ~25% and making billing-system health visible to non-engineering stakeholders.
- Modernized CI/CD over ~24 months: deployment frequency +50%, manual errors -60%.

Capitalogix

May 2013 – Sep 2015

AI Software Engineer

Dallas, TX

Applied-AI systems for sub-10ms decision platforms

Scope: First professional engineering role on the Capitalogix research-to-production team; built and deployed production deep-learning systems paired with ultra-low-latency data pipelines.

- Shipped production deep-learning systems on Caffe and NVIDIA GPUs with reinforcement and adversarial learning, a decade before the current LLM wave.
- Built ultra-low-latency ingestion pipelines in C for real-time sub-10ms decision workloads; ported research models from Python/R into C/C# for production.
- Translated theoretical strategies into production architectures resilient enough for sub-10ms decision workloads.

CORE COMPETENCIES

Leadership: Org design at Series A–D scale · hiring and retention · performance management · executive partnership · remote and distributed team operations · compliance program ownership (HIPAA, SOC 2, FHIR)

Operating models: Shape-Up 6-week cycles · Pillars & Foundations OKRs · You Build It, You Run It on-call · DORA-aligned continuous-on-merge delivery · incident response at 20-min SLA · decision-making-first hiring loop

Technical domains: AI-native SDLC (agent swarms under centralized orchestrators and shared tooling) · FHIR clinical data · event-driven architecture · high-concurrency transactional platforms · cloud platforms (AWS, GCP) · data infrastructure (Snowflake, dbt, Airflow, Looker) · Rust, TypeScript, Python, Go

Earlier: Freelance engineering, 2011–2013.