

SCOTT KOSMAN

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Position Statement

Engineering leader with 25 years of experience scaling inclusive teams and sustainable systems. Combines technical depth, AI fluency, and people-first leadership to deliver lasting impact.

Work Experience

Engineering Manager, 1Password

NOVEMBER 2023 – PRESENT

Leads a globally distributed full-stack engineering team delivering 1Password's enterprise offering for Managed Service Providers (MSPs).

- Scaled team from 2 to 10 in under a year; help shape org-wide hiring and onboarding practices.
- Drive key integrations with Stripe and third-party distributors such as Pax8 to support indirect billing, multi-channel payment acceptance, and complex partner licensing.
- Deliver a multi-tenant access platform for MSPs to manage client vaults and credentials.
- Collaborate closely with Billing, Security, and Compliance teams to ensure regulatory alignment, tax logic correctness, and adherence to 1Password's zero-knowledge security model.
- Ensure secure cryptographic key exchanges, enforce SSO/SAML compliance, and review architecture with Security Engineering for MSP customer touchpoints.
- Lead adoption of AI tools to improve delivery speed, reduce cognitive load, and enhance decisions.
- Coach new managers and tech leads on delivery, autonomy, and team health.
- Actively contribute to org-wide frameworks for onboarding, performance reviews, and career development.

Engineering Manager (Contract), media.monks

JUNE 2023 – NOVEMBER 2023

Managed multiple cross-functional development teams delivering enterprise-grade software for a top-tier U.S. bank's commercial real estate division.

- Oversaw delivery of clarityfirst.com, a financial transaction platform supporting high-value commercial real estate deals via API.
- Ensured alignment with financial regulations and compliance standards across all platform features and data flows.
- Led mortgage/title integrations, document automation, and legacy system interoperability.
- Directed three engineering squads and coordinated with client product stakeholders.
- Facilitated agile ceremonies and coached dev leads on scope and architecture decisions.

Engineering Manager, Exos

JULY 2022 – MAY 2023

Led a team of 8 full-stack software engineers responsible for building and maintaining the Exos Fit mobile applications and underlying infrastructure, which connected over 300,000 eligible members to personalized health, nutrition, fitness and recovery coaches generating over \$1MM in revenue as a result of signing top tier clients including Google, Intel, Pfizer, PepsiCo and American Airlines.

- Collaborated closely with cross-functional colleagues (Product, Data, Design, Marketing), business stakeholders, and leadership to roadmap quarterly and annual technical plans and product evolution.
- Led major technical initiatives including the implementation of Apple Health/Google Fit fitness tracking and push notifications.
- Developed OKRs and KPIs in coordination with executive leadership to align the goals of our engineering organization with the larger business. Defined processes for measuring success, and socialized them with the wider organization.
- Implemented a performance management and career growth framework for engineering team members with a focus on SMART goal setting and individual ownership of professional development.

Engineering Director (Contract), Double Nines

DECEMBER 2021 – JUNE 2022

Provided both software engineering direction and senior-level technical consulting to a rapidly scaling vehicle-sharing startup.

- Directed 20+ member software development team (full-stack web development, data engineering, QA) through all stages of a project life cycle, oversaw engineering responsibilities for different platforms.
- Agile technical lead; guided the team through all sprint ceremonies.
- Created and reviewed architecture plans through large-scale rewrites of significant portions of an existing application codebase.
- Project-scoped new business efforts, including estimation; directed developers and delivery managers through new business efforts.

Group Engineering Director, Thrillworks, Inc.

MAY 2020 – DECEMBER 2021

Oversaw all operations for a 20+ member engineering team including staffing/recruitment, budget forecasts, alignment within the larger organization, and OKR creation.

- Heavily involved in new business acquisition, crafting and presenting technical proposals and implementation plans for projects ranging from \$100K to \$500K across multiple business verticals.
- Forecast long-term trends and business needs ensuring the team is staffed, trained, and equipped.
- Introduced a clear structure of team organization and reporting lines to a formerly very flat organizational hierarchy. Established company-wide best practices in career growth, performance management, and training programs, which resulted in increased reported employee satisfaction and confidence.

Director of Solution Design, adidas

FEBRUARY 2016 – DECEMBER 2019

Oversaw development and delivery of campaign-related web, mobile, and digital display projects for adidas.com and global retail teams.

- Directed multi-million euro projects in collaboration with global stakeholders and external vendors.
- Provided technical strategy across web, mobile and in-store initiatives, ensuring integration with adidas infrastructure (CRM, deployment, security).
- Developed internal best practices, trained teams, and improved delivery standards across digital campaigns.

Skills

Leadership & Team Building

- Engineering Leadership & People Management
- Cross-Functional Collaboration & Delivery
- Coaching New Managers
- Organizational Design & Team Health

Strategy & Operations

- AI-Augmented Team Practices & Delivery
- Agile (Scrum, Kanban)
- OKRs / KPI Development
- Hiring & Performance Frameworks
- Product Delivery Planning

Technical Oversight

- Web & Mobile Architecture (React, TypeScript, Node)
- Cloud Infrastructure (AWS, GCP)
- CI/CD & DevOps Practices (GitHub Actions, Terraform)

Educational History

Multimedia Technology, Northern Alberta Institute of Technology

GRADUATED 2002

Bachelor of Theology, North American Baptist College

GRADUATED 1998