



Nathan Pennington

END-TO-END FULL-STACK PRODUCT ENGINEER

🇺🇸 Authorized to work in the U.S. without sponsorship

OPEN TO RELOCATION FOR THE RIGHT ROLE

PROFILE

Commercially focused and entrepreneurial, I lead at the intersection of product, engineering, and business. I translate customer needs into scalable, reliable solutions, and build teams where engineering, product, and commercial thinking work as one.

EXPERIENCE

2021–
Present

CTO & Head of Product

Tripplo

- **Owned technology decisions across the company.** — accountable for architectural direction and core technical decisions across product and engineering.
- **Led technical due diligence across investment rounds.** — presented architecture, scalability, and security considerations to support investor technical reviews.
- **Maintained 99.9% uptime as the platform grew.** — built and ran a reliable platform for high-value clients with clear ownership of operations and incident response.
- **Migrated a fragile microservices setup to a maintainable monorepo.** — inherited a fragile AWS multi-repo setup and led the migration to a simpler monorepo model that improved maintainability and development speed.
- **Grew the engineering team from 3 to 8 while maintaining delivery.** — scaled the team while keeping execution standards high and delivery predictable.
- **Stayed hands-on as a full-stack developer when needed.** — contributed directly to production code to support momentum and unblock delivery when capacity was tight.
- **Built a data engineering pipeline.** — maintained integrations and data flows for customer analytics and internal reporting.

2021

Head of Software Engineering

CONTACT

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- in LinkedIn Profile
- 📍 USA / South Africa

NATIONALITY & EDUCATION

NATIONALITY

- 🇺🇸 U.S. citizen

EDUCATION

- UNT Bachelor of Science
University of North Texas

18
YEARS

Software
Engineer

4.5
YEARS

CTO

4
YEARS

Product Leader

CORE STACK

- FULL-STACK · 15yrs
- AWS · 10yrs
- REACT · 10yrs
- NODE.JS · 12yrs
- POSTGRESQL · 12yrs
- CURSOR AI IDE · 2yrs

Other technology experience:

- TYPESCRIPT · 12yrs
- ANGULAR · 10yrs
- FRONT-END DEVELOPMENT · 18yrs
- API DESIGN & DEVELOPMENT · 15yrs
- DATA ENGINEERING · 3yrs
- REACT NATIVE · 2yrs
- AZURE · 2yrs

KEY LEADERSHIP & TECHNICAL STRENGTHS

- End-To-End Full-Stack Product Engineer
- Product Strategy, Roadmap & Prioritization
- Investor, Board & Executive Communication

- **Owned engineering delivery** — introduced process and accountability that got products shipped on time, properly tested, and production-ready.
- **Bridged engineering and business** — worked directly with business owners to translate goals into clear engineering priorities and keep stakeholders aligned.
- **Stayed hands-on** — stepped in to write production code when the team needed capacity, maintaining momentum without lowering standards.

2015–
2021

Software Consultant

Independent Consultant

- **Delivered full-cycle solutions** — took projects from requirements through deployment, building scalable web interfaces and backend services end to end.
- **Trusted as a technical partner** — clients repeatedly returned for follow-on work because of reliable delivery, clear communication, and strategic thinking beyond the ticket.
- **Delivered across industries and borders** — shipped for clients in multiple countries and sectors, adapting quickly to new teams, codebases, and business contexts.
- **Operated effectively in ambiguity** — entered unfamiliar environments, identified critical technical questions quickly, and reduced time-to-value in new domains.

2016–
2021

Software Developer

C2 Systems

- **Served as the sole front-end developer for a consumer banking platform** — owned delivery of the client-facing application used by regional banks across the U.S., setting front-end standards and driving execution end to end.
- **Built the application in AngularJS** — developed and maintained core user flows, reusable components, and production UI behavior in a large, business-critical front-end codebase.
- **Translated product and business needs into polished user experiences** — worked directly with leadership and engineering partners to ship intuitive interfaces that balanced usability, reliability, and delivery speed.

2013–
2015

- Engineering Hiring, Coaching & Org Design
- System Design & Architecture
- Platform Scalability & Reliability

INDUSTRIES

- Logistics
- Banking & Fintech
- Language Platforms
- Hospitality
- Telecommunications

Software Developer

Bluegrass Digital

- **Led front-end development** — established the front-end stack and UI standards used across multiple client projects.
- **Partnered with global clients and agencies** — worked directly with product owners to define requirements, align expectations, and deliver against scope and timelines.

2012–
2013

Software Developer

Future Media Group

- **Built and maintained the core digital media platform** — delivered and supported features in the company's primary product used by media clients.
- **Delivered flagship sports websites** — built the main website for The Stormers, a leading South African rugby franchise.

2011–
2012

Web Developer

Dealertrack

- **Partnered with marketing teams on dealer strategy** — worked daily with marketing stakeholders to shape independent dealer marketing and sales websites.
- **Owned day-to-day production delivery across the portfolio** — resolved bugs and production tickets quickly to keep the full set of dealer sites stable and up to date.

2010–
2011

Web Developer

AT&T

- **Developed and maintained enterprise web properties at scale** — supported key sections of AT&T's corporate website, one of the largest telecommunications brands in the U.S.

2007–
2010

Web Developer

Hilton Worldwide

- **Developed and maintained brand websites across Hilton's portfolio** — delivered web experiences for major brands including Hilton, Hampton Inn, Conrad, DoubleTree, and Embassy Suites.
- **Partnered directly with hotel marketing directors** — translated campaign and event requirements into production-ready site updates.