

# JOHN TOLAR

Engineering Manager / Director  
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Springville, AL (Remote)

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Engineering leader with 25+ years of .NET/C# expertise and 5+ years managing high-performing teams across compliance SaaS, healthcare, and enterprise platforms. Proven record delivering complex, high-availability systems in regulated environments — building scalable cloud-native architectures on Azure, reducing release friction, and growing engineers into senior contributors. Combines deep technical fluency with strategic people leadership to align engineering velocity with business outcomes.

## CORE COMPETENCIES

- ▶ Team Building & Mentorship
- ▶ Strategic Roadmap Planning
- ▶ Cross-Functional Alignment
- ▶ Azure Cloud Architecture
- ▶ .NET / C# / SQL Server
- ▶ Kubernetes / Docker / CI-CD
- ▶ Agile / SAFe Delivery
- ▶ Regulatory SaaS Platforms
- ▶ Security & Compliance Design

## EXPERIENCE

### Engineering Manager

2021 – 2024

Metrc · Regulatory Compliance SaaS · Remote

- Led two sequential teams of 6–8 engineers (Retail ID, then Compliance), owning delivery for a platform serving 20+ state jurisdictions and 500+ third-party API integrators.
- Designed and proposed HSM/JWT/Azure Key Vault security architecture — self-initiated proposal adopted organization-wide — hardening API authentication and reducing credential exposure risk.
- Championed department-wide AI adoption initiative; co-developed usage guidelines and tooling standards with the management team, reducing repetitive engineering toil and accelerating onboarding.
- Established structured 1:1 cadence, career ladders, and individual growth plans; actively advocated for engineer advancement and maintained strong team retention.
- Championed event-driven architecture migration (RabbitMQ) and supported a team lead's proposal to implement Graph API infrastructure — reducing large regulatory processing jobs from 24+ hours to 2–4 hours.

### Director of Information Services & Security

2017 – 2021

Flexible Corporate Plans, Inc. · Onsite

- Owned infrastructure, data security, and software delivery for a benefits administration platform; managed 2–3 developers and contractors alongside vendor contracts and IT operations.
- Designed and built an integrated ETL pipeline system automating claims management, benefits and elections coordination, reimbursement processing, and debit card-to-claims reconciliation.
- Negotiated and managed 4–5 vendor contracts; upgraded network infrastructure, implemented redundant internet connections, and migrated phone systems to VoIP using T1/VoIP hybrid architecture to handle seasonal volume and reduce cost.

### Senior Software Engineer / Technical Lead

2005 – 2017

Various Employers · .NET/C# Enterprise & SaaS

- 25+ years of hands-on .NET/C# development across healthcare, finance, and enterprise domains; served as technical lead on multiple greenfield and re-platform initiatives.
- Established CI/CD pipelines, code review standards, and automated testing cultures across successive teams; frequent mentor to junior and mid-level engineers.

## NOTABLE PROJECT

### Codebase Expert · AI-Powered Developer Tool · Solo Project

- Built and deployed a production MCP (Model Context Protocol) server enabling AI assistants to deeply understand and navigate large codebases — demonstrating continued hands-on technical depth alongside a leadership career.

## AVAILABILITY

Fully Remote · Open to immediate start  
Coursework, Jefferson State Community College

## TECHNICAL STACK

Languages: C#, .NET 8, T-SQL, JavaScript/TypeScript  
Cloud/Infra: Azure, Kubernetes, Docker, RabbitMQ  
Frontend: React, AngularJS, Avalonia UI  
Tools: Azure DevOps, GitHub Actions, SQL Server