

Daniel Okoro

Director of Engineering

Sydney, Australia · daniel.okoro@gmail.com · +61 2 5550 0193 · linkedin.com/in/danielokoro

PROFILE SUMMARY

- **Director of Engineering** with **15 years in software**, the last **10 in management**, leading **28 engineers across three teams through three Engineering Managers** on **collaboration and developer tooling products** for a **B2B SaaS company**, specializing in **org design, manager development, and multi-quarter delivery**.
- Runs an org on **Java** and **TypeScript** services with **React**, **PostgreSQL**, and **Kubernetes** on **AWS**, planned in **Jira** and measured in **Datadog**, with the technical judgement to set direction across teams and the discipline not to micromanage the ones doing the work.
- Deep expertise in **manager coaching**, **headcount and budget planning**, **calibration across teams**, and **org restructuring**, using **annual OKRs**, a **quarterly business review**, and **engineering ladders** to ship **an org that keeps delivering when I am not in the room**.
- Partners with a **Product Director**, **Design**, **Finance**, and **Sales** on the annual plan, owning a **\$9M engineering budget**, a **28-person headcount plan**, and the **delivery commitments** reported to the executive team.
- Leader who develops **the next layer of managers**: promoted 3 engineers into EM roles and coached each through their first year, with all three still leading their teams.

TECHNICAL SKILLS

Managing Managers:	EM coaching, skip-level 1:1s, calibration across teams, succession planning, manager onboarding
Org Design & Planning:	headcount and budget planning, team topology, quarterly business reviews, annual OKRs
Hiring & Team Building:	EM and staff-level hiring, hiring bar ownership, interviewer training, employer brand with recruiting
Delivery & Execution:	multi-quarter programs, cross-team dependencies, delivery risk reporting, DORA metrics at org level
Technical Direction:	architecture governance, platform investment cases, SLO policy, incident review, tech debt strategy
Product & Stakeholders:	annual roadmap with Product, executive updates, customer escalations, Sales and Support alignment
Tooling & Platform:	Jira, GitHub, Datadog, PagerDuty, AWS (EKS, RDS, Lambda), Kubernetes, Terraform

EDUCATION

University of New South Wales	B.E. in Computer Engineering	Sydney, Australia · Feb 2007 - Dec 2010
--------------------------------------	-------------------------------------	---

WORK EXPERIENCE

Atlassian	Director of Engineering	Sydney, Australia · Jan 2022 - Present
• Lead a group of 28 engineers in three teams through 3 Engineering Managers, owning Jira automation and integrations used by 300k+ customers, with full accountability for hiring, delivery, and a \$9M budget. • Restructured two overloaded teams into three with clear ownership and a platform team in the middle, cutting cross-team dependencies per quarter from 23 to 7 and lifting deploy frequency across the group by 2.4x. • Promoted 3 senior engineers into EM roles and coached them through their first year with weekly 1:1s and a shared manager playbook, with zero regretted attrition on their teams in that period. • Ran the group's quarterly business review for a VP and CFO, tying OKRs to delivery and cost, and secured a 6-person headcount increase in a flat budget year by making the platform investment case. • Owned the response to a Sev-1 data integrity incident affecting 1,200 customers, running the incident, the customer communication with Support, and the review that produced 14 fixes, all shipped within one quarter.		
Canva	Senior Engineering Manager	Sydney, Australia · Mar 2017 - Dec 2021
• Managed two teams (16 engineers) building the collaboration and comments features in TypeScript and React, shipping real-time editing to 60M+ monthly users. • Hired 19 engineers over four years while holding regretted attrition under 6% a year, and introduced the engineering ladder the company later rolled out to every team. • Partnered with Product and Design on an annual roadmap, negotiating scope each quarter and holding a 30% platform allocation that funded the real-time infrastructure rewrite.		