

Mila Aguirre

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SUMMARY

Senior engineering leader with 15 years of progressive software delivery experience across regulated **financial services**, including management of managers and multi team organizations. Leads engineering direction, **architecture oversight**, cloud native modernization, software quality, security, resilience, scalability, and operational performance across wealth and investment platforms. Connects Product, Architecture, Data, Security, and Technology partners around client and advisor needs, practical roadmaps, and investment priorities. Builds capable leaders through coaching, talent development, succession planning, clear expectations, and **organizational effectiveness**. Guided modernization of client facing platforms, service architectures, analytics integrations, and governed **AI enabled capabilities**. Brings steady judgment to complex delivery decisions, helping teams improve execution, reliability, and business value across connected technology portfolios.

EXPERIENCE

Senior Director, Engineering

March 2022 - Present

Crescent Ridge Financial

Irving, TX

Lead 58 engineers and managers across **wealth technology products**, shaping portfolio strategy, architecture governance, secure cloud native delivery, operational performance, and leadership development.

- Guided advisory service modernization through **cloud native** architecture reviews and staged production releases.
- Established resilience, secure design, observability, and quality reviews across wealth technology portfolios.
- Developed four managers through **coaching, succession planning**, feedback, and deliberate leadership assignments.
- Sponsored governed AI assisted engineering and analytics capabilities with Product, Data, and Security partners.
- Aligned portfolio investments with **client needs**, advisor workflows, delivery risk, and **operational performance**.
- Led managers through capacity planning, roadmap decisions, dependency reviews, and production accountability.

Engineering Director

July 2018 - February 2022

Blue Mesa Investments

Dallas, TX

Directed three **engineering teams** supporting digital advice and advisor workflows, connecting client journeys with service architecture, **delivery quality**, reliability, security, and leadership growth.

- Reframed digital advice plans around client journeys, service dependencies, and measurable delivery outcomes.
- Modernized service interfaces and deployment practices for advisor workflow **platforms** and connected integrations.
- Created scorecards covering delivery, reliability, **security**, technical debt, and operational follow through.
- Built leadership development plans for managers and senior engineers through focused growth conversations.
- Coordinated incident reviews and **resilience** exercises, turning findings into clear engineering actions.
- Partnered with Product and **Architecture** leaders on roadmap sequencing, investment choices, and risk decisions.

Senior Engineering Manager

May 2014 - June 2018

Lone Prairie Bank

Richardson, TX

Managed two teams delivering banking and investment account capabilities, improving lifecycle governance, service decomposition, release readiness, incident ownership, and roadmap coordination.

- Introduced lifecycle checkpoints for design, testing, security, and release readiness across account **services**.
- Partnered on legacy decomposition into service components, clarifying ownership and reducing delivery dependencies.
- Established on call and incident practices with clear ownership, escalation paths, and review routines.
- Hired and coached engineers and first line leads through structured feedback and practical delegation.
- Represented engineering in roadmap, dependency, capacity, and risk planning with business stakeholders.
- Improved release conversations by connecting technical readiness, customer impact, operational risk, and investment timing.

Senior Software Engineer

June 2011 - April 2014

Trinity Harbor Software

Addison, TX

Developed transaction and account service software for financial clients, contributing integration design, automated testing, defect analysis, security reviews, and developer mentoring.

- Designed integrations with account, document, and reporting systems for financial client platforms.
- Expanded automated testing around high risk transaction paths, improving confidence before production releases.
- Investigated defects through logs, metrics, and database records, shortening diagnosis for support teams.
- Contributed to security, performance, and maintainability reviews for transaction service changes.
- Mentored developers on code review, testing, troubleshooting, and practical production support habits.
- Documented integration decisions and service behavior so teams could resolve issues with less friction.

Software Engineer

June 2008 - May 2011

Summit Trail Technology

Carrollton, TX

Built database backed web application features and integrations, developing practical delivery discipline through testing, debugging, documentation, peer review, and growing ownership.

- Built database backed web application features and integrations for business software users.
- Applied coding standards and peer review practices to production changes and maintenance work.
- Created repeatable feature and regression tests for dependable releases across application workflows.
- Diagnosed defects through reproduction, logs, and debugging, then documented clear resolution steps.
- Recorded technical decisions and deployment procedures for consistent support across development teams.
- Took increasing feature ownership while supporting junior peers through reviews and troubleshooting.

PROJECTS

Cloud Native Advisory Services Modernization 📅 2024

Coordinated architecture, security, observability, and release readiness for advisory services modernization. Connected engineering choices with advisor workflows, resilience needs, and long term platform investment.

Governed AI Engineering Enablement 📅 2023

Sponsored practical AI assisted engineering and analytics capabilities with clear governance, stakeholder review, security expectations, and attention to client and advisor value.

LEADERSHIP & AWARDS

- Recognized by executive technology leaders for connecting wealth platform strategy with dependable delivery and operational accountability.
- Selected to develop four engineering managers through coaching, succession planning, and broader portfolio leadership assignments.
- Trusted to sponsor governed AI assisted engineering and analytics capabilities across regulated financial services.

EDUCATION

Bachelor of Science in Computer Science

2008

University of Texas at Dallas GPA: 0

Richardson, TX

Coursework: Software engineering, Database systems, Algorithms, Operating systems

CERTIFICATIONS

- AWS Certified Solutions Architect Associate 📅 2023
- AWS Certified Cloud Practitioner 📅 2023

TECHNICAL SKILLS

- **Engineering Leadership:** Management of managers, Coaching, Succession planning
- **Wealth Technology:** Digital advice, Advisor workflows, Investment accounts
- **Cloud Platforms:** AWS, Cloud native architecture, Cloud migration
- **Architecture Practices:** Service architecture, Legacy decomposition, Architecture reviews
- **Software Delivery:** SDLC, Release readiness, Deployment practices
- **Reliability Engineering:** Resilience, Scalability, Operational performance
- **Security Engineering:** Secure design, Security reviews, Risk planning
- **Observability Tools:** Logs, Metrics, Observability
- **Incident Management:** Incident reviews, On call practices, Resilience exercises
- **Data and AI:** Analytics integrations, AI assisted engineering, Data partnerships
- **Quality Engineering:** Automated testing, Regression testing, Technical debt
- **Financial Systems:** Transaction services, Account services, Reporting systems

SKILLS

- Engineering leadership
- Management of managers
- Wealth management technology
- Cloud native engineering
- Architecture
- Technology strategy
- Roadmaps
- SDLC
- Operational excellence
- Resilience
- Scalability
- Secure engineering
- AI enabled capabilities
- Succession planning
- Incident management

PROFESSIONAL AFFILIATIONS

- Member, executive technology leadership forums focused on financial services platforms and engineering organization development.
- Participant, architecture and data leadership communities supporting secure modernization, resilience, and client focused investment decisions.

LANGUAGES

- English (Native)
- Spanish (Proficient)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST