

Donnie Laur

Engineering Manager

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SUMMARY

AI-native engineering leader with 12+ years building scalable SaaS platforms and 5 years leading distributed global teams of up to 14 engineers and 4 teams. Consistently delivered projects on time while balancing business value and long-term maintainability through standardized Agile processes, career frameworks, architectural guidance, and empowering ownership.

Built RAG architectures and integrated multi-provider LLMs (OpenAI, Anthropic, Google) using modern web technologies and RESTful API integrations to ensure product quality, reliability, and sustainability. Passionate about education technology and AI transformation, demonstrating strong communication skills and coaching abilities while driving smart growth and aligning engineering leadership with business priorities and product development timelines. Currently building Engify.ai in public—an enterprise-ready prompt engineering education platform focused on scalability and continuous improvement.

EXPERIENCE

Founder & Principal Engineer

Mar '25 — Present

Engify.ai

Snellville, United States

- Building enterprise-ready prompt engineering education platform for engineering teams, emphasizing product development excellence, scalability, and maintainability to deliver measurable business value.
- Open-source, built in public on GitHub (github.com/donlaur/Engify-AI-App) to demonstrate reliability, sustainability, and engineering leadership in web technologies.
- RAG architecture with multi-provider LLM integration (OpenAI, Anthropic, Google)
- Designed for internal engineering team adoption, supporting coaching and communication skills development to align with business priorities and commitments.

Technical Delivery Manager

Mar '25 — Oct '25

Juware

Atlanta, United States

Contract concluded following federal restructuring of project funding

- Directed 4 distributed teams (14 direct reports) delivering FedRAMP-compliant solutions for VA, DoD, Healthcare, National Guard, and FEMA, balancing business value with strict security and reliability standards.
- Mentored engineers on applying ChatGPT and GitHub Copilot to their specific workflows, developed practical use cases for documentation and writing automation, and increased team utilization through coaching and training.
- Created operational frameworks: RCA process, triage framework, career-ladder, and competency models that scaled team effectiveness, demonstrating ability to align with business priorities and smart growth initiatives. Created custom ChatGPT generators to automate documentation updates and streamline
- Improved operational stability and reduced recurring client issues through systematic incident management and post-incident reviews

Software Engineering Manager

Feb '22 — Sep '24

Valimail

United States

- Led 9-person fully remote full-stack engineering team (Node.js, React, TypeScript, Ruby on Rails), serving as both Engineering Manager and Product Owner, achieving 95% on-time delivery rate across scalable SaaS projects.

- Provided technical architecture guidance and system design direction, staying close to technical decisions while ensuring reliability, maintainability, and alignment with business priorities.
- Created career-ladder framework that re-leveled the engineering organization, promoting coaching, communication skills, and commitment to smart growth and sustainability.
- Reduced project cycle time by 20% and eliminated 10 hours of redundant work per engineer per sprint through standardized Agile processes and workflow optimization

Engineering Manager

Sep '20 — Feb '22

Variant

Atlanta, United States

- Led 3 cross-functional engineering teams (12 members total) including offshore PHP and Node.js/React developers, balancing business priorities and commitments to deliver scalable, reliable web technologies on time.
- Introduced lightweight Agile planning practices and technical planning process that clarified requirements upfront, reducing mid-sprint blockers by 40% and improving forecast accuracy

JavaScript Developer

Jun '18 — Sep '20

Piksel Inc.

Atlanta, United States

- Provided technical leadership on global distributed team developing high-performance HTML5 video players for enterprise clients, improving scalability, reliability, and product quality through performance optimization.

Senior Creative Application Developer

Nov '13 — Jun '18

Visix, Inc.

Atlanta, United States

- Led full-stack development of custom web applications for diverse client base, balancing business value and timelines while ensuring maintainability, reliability, and scalability across products.

SKILLS

Core Competencies Business Value, Product Development, Smart Growth, Engineering Leadership
Leadership AI Transformation Leadership, Distributed Global Team Leadership, Process as a Product, Career Frameworks & Development, Team Satisfaction & eNPS Improvement
Automation & AI ChatGPT, Claude, Cursor, Windsurf, GitHub Copilot, Prompt Engineering, AI-Augmented SDLC, AI Adoption & Change Management, AI Workflow Optimization, Custom GPTs
Technologies & Platforms Node.js, React, TypeScript, Ruby on Rails, Next.js, JavaScript, MongoDB, PostgreSQL, AWS, Vercel, SaaS Platforms, PHP

EDUCATION

Bachelor of Science in Computer Science, Southern Illinois University

Carbondale, USA

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

Postgraduate Coursework in Interactive Multimedia, Southern Illinois University

Generative AI for Leaders, Vanderbilt University (Coursera)

Nov '25

Google Prompting Essentials, Google (Coursera)

Oct '25