Caleb Jenkins

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Software Engineering Hands-on Leader

Hands-on agile software engineering executive focused on code quality, AI enablement, leadership and execution by connecting developers and delivering business value with DevSecOps practices. Active open-source contributor, Microsoft's MVP award for .NET (6Xs), principal code mentor and software architect, international speaker, guest lecturer for Dallas Baptist University's MSIS Master's Program, published author, global agile coach and former Microsoft Developer Evangelist with over 25 years of business growth, consulting, development, training and mentoring experience with top fortune 100 companies. Scaled Agile (SAFe), Scrum.org, Scrum Alliance and Microsoft .NET and Azure Certified. Multiple keynote and conference speaker nationally and internationally – Ex-Microsoft/Sabre/Rocket Mortgage/Charles Schwab

Core Competencies

Agile Product Development & Delivery | Executive People Leader | Software Engineering Strategy & Implementation | Developer Experience (DevEx) | Scaled Agile Framework (SAFe) & Scrum | Cross-Functional Team Leadership | Enterprise DevOps & CI/CD Automation | Enterprise-Scale Transformation | Software Architecture & Craftsmanship

Professional Experience

Debt Blue / FFG / AFS, Chief Technology Officer, Richardson, TX November **2025 –** September **2026**

- Chief Technology Officer and acting CIO for Debt Blue, its parent company Freedom Financial Group and its sister company Advantage Financial Solutions
- Drive AI adoption in Developer Tooling & Business Applications
- Set IT policy, direction, and practices to support the entire company.
- Implemented agile SDLC practices, source control, deployment automation and testing
- Coordinated with vendors, banking partners, investors, and cross company leadership
- Directly impacted revenue by driving increased automation and AI adoption around key business processes including dev tooling and voice/phone workflow LLM integration.
- Delivered on complete technology overhaul included Azure cloud management, SSO adoption and automation, CRM Integration

Tools & platforms: Azure / Entra ID / Office 365 / Snowflake Database / n8n workflows / Azure: Data Factory, Logic Apps, Power Automate, Foundry (AI/LLM Hosting), Static Web Apps, App Services (.NET & Python) / Zoho Analytics & CRM, ForthCRM, HubSpot, Blue Rock and YTel telephony systems.

Eliassen Group Consulting (American Airlines), Fort Worth, TX June **2025 –** November 2025

Principal Technical Coach – Software Engineering/Dojo

Led multiple teams through our Dojo learning and improvement process:

- Major DFW-based airline
- Multi-year initiative and major investment
- Authored and led multiple training classes, including Kanban, CI/CD, Development and Testing Strategies
- Worked with teams across all aspects of IT, including service teams and product delivery software development teams.

Charles Schwab, Westlake, TX December **2020 –** May **2025**
Director – Software Engineering
Led enterprise-wide Developer Experience (DevEx) program within the Office of the CIO.

- Led the design and rollout of Schwab's Developer Experience program, directly impacting developer satisfaction (Dev/Sat) across multiple business units.
- Helped drive GitHub CoPilot, and additional AI coding assistants tooling, practices and adoption.
- Partnered with engineering, security, and product leaders to implement DevSecOps pipelines, improving delivery speed and code quality.
- Established and scaled Technology Communities of Practice (CoPs) to foster knowledge sharing, collaboration, and technical excellence enterprise-wide.
- Defined and promoted modern engineering disciplines, including automated testing, continuous integration, and shift-left quality practices.
- Drove cross-enterprise alignment by working across product, infrastructure, and development teams to remove friction points and streamline delivery workflows.
- Originally joined as Senior Manager of Quality Engineering, leading QA strategy and delivery for three business units in Schwab's Personalized Investing/Thematic product line.
- Mentored engineering teams and leaders, promoting best practices in agile quality engineering and fostering a culture of continuous improvement.

Solera, Westlake, TX September **2019 –** December **2020**
Director - Software Engineering
Led key division of cross-functional teams following the Spotify agile model, delivering .NET micro-services and 4GL systems to support $100M business within the automotive industry.

- Built a strong engineering and quality culture, creating 12-factor compliant services utilizing the C4 modeling principles across multiple teams and locations for Audatex, Autopoint & TitleTec orgs

Young Presidents Organization (YPO), Las Colinas, TX June **2019 –** September **2019**
Architect – Contract
I worked to evaluate and jump start the modernization architecture and agile/SAFe process that delivers YPO Connect to it's members. YPO Connect is a cloud-first, server-less platform written in .NET with a Vue.JS SPA front end and native iOS and Android applications.

Rocket Mortgage / Quicken Loans, Detroit, MI January **2017 -** June **2019**
Sr Software Engineer/Leader
Led a SAFe, cross-functional, agile, .NET team of 10 people developing various messaging & event based micro-service applications for back-end systems deployed on premise and to AWS cloud.

- Improved code quality, modularity and dependability. Validated with Sonar Cube, increased code coverage using Dependency Injection, TDD, and mocking techniques.

Targetbase, Las Colinas, TX January **2016 –** June **2016**
Senior Cloud & Product Software Architect - Contract
Led the design and development of Targetbase's next generation Cloud (Azure) based marketing platform. Leveraging Microsoft Azure, SQL, Azure Mobile Engagement, Machine Learning, Azure Service Bus, Rabbit MQ, nServiceBus, ThinkTecture Identity Server, ADFS, ASP.NET MVC, Azure Big Data.

Avaya, Coppell, TX October **2014 –** January **2016**
Senior Manager of IT Development
Led over 40 developers, testers, business analysts and managers (primarily in Colorado, Ireland, India and various other parts of North America). Projects spanned custom configuration product modeling technologies to .NET Web Services and ASP.NET MVC Solutions. Architecture, development, deployment, production and tier 3

support. Improved release process resulting in a measurable reduction of production errors and improved overall process and developer satisfaction.

Sabre, Southlake, TX December **2010 –** January **2014**
Principal Agile Coach & Manager of User Experience Team
Managed the UX product design team for Sabre's GetThere platform and contributed to enterprise agile transformation within Sabre Airline Solutions, collaborating with senior leadership and global delivery teams.

- Directed UX strategy and execution for the GetThere product, aligning design efforts with product and business goals.
- Supported enterprise agile transformation by advising the SVP of Development on strategy and implementation across business units.
- Mentored senior directors and development managers on agile leadership principles and practices.
- Coached Scrum Masters and Product Owners to improve team agility, communication, and delivery performance.
- Facilitated team-level and enterprise-wide agile workshops to drive cultural adoption and process maturity.
- Collaborated with global cross-functional teams to ensure successful agile delivery and alignment with organizational goals.

Sabre Employee Innovation Council, Bring It, Co-Chair
I met quarterly with Sabre's CEO, CTO as well as other key stake holders to craft an innovation program that aligned with company value's and business goals. This included activities like global Hack Days, Big Pitch, Dev House events integrating with the summer internship program, as well as an internal Idea Garden for cultivating and tracking innovation. I also mentored two different award-winning Summer Intern business groups.

Proaction Mentors, Ft. Worth, TX May **2010 –** December **2012**
Principal Mentor/Founder
Led an engagement mentoring a development team at Travelocity for the first 8 months, then I moved over to Sabre as a full-time Agile Coach and continued to maintain existing clients until we finally closed the doors on Proaction Mentors in 2012. This was a fun experiment starting and running my own consulting group. With a pragmatic focus on test driven development, SOLID coding architectures and automated integration, I worked with teams of developers across the country to accelerate delivery, increase productivity and efficiency, helping teams to adopt proven practices in the across the entire software development life cycles. Major clients included Microsoft, Best Buy, Chaotic Moon Studios & Sabre.

Six Flags, Grand Prarie, TX July **2009 –** April **2010**
Architect – Senior Team Lead
Worked with the corporate development team to drive business software development for Six Flags Corporation and all of the Six Flags theme parks across 20 locations in 3 countries. Responsible for setting software architecture, coding practices, adoption and implementation of solid development practices. Areas of focus included installation and configuration of Microsoft Team Foundation Server, adoption of Scrum agile process, SOLID development, test driven development (TDD and BDD), utilizing SQL Server, WCF, and related Microsoft technologies.

Improving Enterprises, Dallas, TX January **2007 –** July **2009**
Principal Consultant
As a Principal member to the Microsoft practice, I was responsible for leading many of our interactions with the Microsoft (DX) Developer Experience Teams, building rapport and interactions with the area technical communities (BarCamp/ INETA / etc) as well as mentoring and contributing with senior teams on various client projects. Improving Enterprises is a Microsoft Gold Certified partner and a world class development mentoring

company focusing on delivering skill transfer through practical organizational improvements and by implementing Agile ALM/SDLC methodologies and best practices. Major clients included Countrywide Mortgage and American Airlines

Microsoft, Las Colinas, TX October **2005 –** Jan **2007**
Developer Evangelist
In my role, I helped developers across TX, OK, AR and LA to understand the capabilities of the .NET Framework, Visual Studio, Team System and Expression Suite. I was responsible for developer satisfaction and accelerated .NET adoption in Enterprise and Community Developers. I also facilitated training events, supported over 33 regional user groups, helped mentor and develop their leadership, managed and grew competitive relationships and often presented numerous talks on a range of .NET topics to enterprise customers and community groups – ranging from events of few to several thousand. I continue to participate in numerous events and deliver several presentations throughout the year at User Groups and Conferences.

Education and Professional Certifications

Associate of Science (A.S.), Multi-Media Design
Mt. San Jacinto College

Associate of Arts (A.A.), Humanities
Mt. San Jacinto College

Microsoft Azure + Architecture Certified
MCSD, MCP, MCAD.NET
Transcripts http://developingux.com/mcp-transcripts

Microsoft Certified Trainer (MCT) 2002, 2003, 2007 - 2009

Certified Scaled Agile Framework Scrum Master (SAFe)
https://www.credly.com/users/calebjenkins

Certified Agile Scrum Master
https://www.scrumalliance.org/community/profile/cjenkins3

Certified Professional Scrum Master
https://scrum.org/user/233057

No Fluff, Just Stuff Training 2024
Attendee: Tailor-Made Software Architecture, Dallas

Innovation Games Certified Collaboration (Team Facilitation) 2013

Professional Development

Commit Your Code Conference 2025 / 2026
Presenter: 10 Reasons Your Software Sucks / Dev to CTO AMA

Harness {unscripted} Event 2024
Panelist: How to Drive Developer Productivity with AI, Dallas

Guest Lecturer 2019 - 2023
Dallas Baptist University

Microsoft MVP for ASP.NET 2007 - 2014
MVP Global Summit (https://mvp.microsoft.com/)

Microsoft TechReady 2005 - 2006

Hack Day Judge 2008
Sabre Southlake

Bring IT Unplugged Panelist 2009
Sabre

National Speaker's Bureau 2006 - 2015
International .NET Association (INETA)

A+ & iNet+ Comptia Certifications, CIW 2001 – 2002
Certified Instructor (expired)

Technology Conference & Event Presenter Ongoing
https://developingUX.com/speaking