

Terry Richards
Palos Park, IL 60464
terry@tmrsd.com
312 493-2758

Former CTO (Complia Health, acquired by Axxess) | Microsoft alum | AI-Enabled Architecture specialist

Professional Summary

Energetic, domain-focused Technical Architect with strong team leadership and mentoring skills. Committed Agile practitioner adept at communication and consensus-building to drive high-quality development and maximize ROI. Pioneering adopter of AI-enabled SDLC methodologies, integrating tools like GitHub Copilot, Copilot agents, MCP integration, and automated story refinement to streamline processes from ideation to deployment. This accelerates cycles, fosters collaboration, and delivers scalable solutions. Proven in executing cloud-first, event-driven architectures for data liberation, cloud aggregation, BI integration, AI/ML, and innovative products. Pragmatic minimalist leveraging managed services, containerization, and orchestration to optimize resources and reduce TCO.

Professional Experience

Technical Architect

Terry Richards Software Development, Inc. (May 2023 – Present)

Very Large Accounting Firm (December 2023 – November 2025)

Leadership:

- Mentored developers on enterprise patterns and practices, enhancing codebase functionality, structure, and maintainability.
- Conducted comprehensive code reviews, providing feedback to ensure consistency across teams.
- Formalized AI-driven agentic workflows for story refinement, producing consistent features from diverse inputs and boosting productivity.
- Introduced "Techs Talk," a bi-weekly forum to promote AI-enabled workflows, collaboration, and problem-solving.
- Led 1:1 and group sessions to refine AI-assisted developer workflows, associating AI-generated feedback with user stories for continuous improvement.

Technical:

- Designed and architected solutions for 4 teams building an engagement platform, using AI-enabled SDLC to build features in Node, NestJS, TypeScript, and MongoDB.
- Built consensus among stakeholders, product, and technology teams on designs.
- Architected a streaming chatbot in Concourse with an inline proxy for GenAI plugins, handling authentication, authorization, and session management.
- Consolidated 24 GitHub repositories into a single monorepo using NX, yielding massive efficiency gains by eliminating duplicate processes.
- Pioneered AI enablement across SDLC phases (refinement, development, testing, CI/CD, documentation) via Copilot and GitHub ecosystem.
- Drove 2–3× acceleration in feature velocity and 40–60% reduction in refinement cycle time through systematic integration of AI agents across requirements, coding, test generation, and documentation

- phases.
- Created a temporal versioning architecture with GraphQL for "lookback" capabilities in the business domain.
- Revived a stalled legacy migration effort by adopting a product-driven, iterative approach with an event-driven saga pattern; delivered a full-stack vertical slice in one sprint.

Chief Technology Officer

Complia Health, Schaumburg, IL (September 2021 – April 2023)

Software provider for home health care, hospice, and community care, streamlining operations for compliance, clinical/financial outcomes, and patient care. Acquired by Axxess.

Technical:

- Architected a "data liberation strategy" using Kafka, CDC, and an event ingestion/transformation framework to aggregate data to AWS; implemented high-performance materialized views with Amazon RDS, PostgreSQL, and row-level security for rapid GraphQL app development.
- Developed a progressive web app (PWA) enabling remote patient/caregiver interactions, prioritizing user experience.
- Engineered HL7 FHIR-based dynamic Questionnaire resources with LOINC panels, codes, and validations.
- Created self-service JIT Linux/Windows streaming dev environments, reducing hardware costs dramatically while improving consistency and satisfaction.

Executive:

- Executed quarterly/annual KPIs organization-wide, with regular reviews, bi-directional feedback, and updates to the private equity board; met bi-weekly with PE head of technology.
- Led shift to Agile (Scrum/Kanban), establishing mature backlogs through refinements and product increment planning.
- Implemented partner integrations focused on minimal effort and maximal mutual ROI.
- Launched mentoring program with Western Golf Association Evans Scholarship Foundation, recruiting/retaining top CS scholars from universities like Notre Dame, UW-Madison, UIUC, and Ohio State; produced returning interns and full-time hires.

Principal Architect

AgileThought, Tampa, FL (December 2011 – August 2021)

Full-service consulting firm specializing in custom software, cloud solutions, AI/ML, and Agile consulting for diverse industries.

Deloitte Project:

- Led teams of architects/developers on a large-scale, event-driven microservices platform in Azure, leveraging big data and PaaS for audit efficiencies.
- Guided feature teams in scaled Agile, refining backlogs with stakeholders and testable criteria.
- Mentored architects on design, estimation, code reviews, and documentation.
- Designed distributed, claims-based authorization with Redis pub/sub invalidation.
- Implemented OAuth2/OpenID authentication with sliding expiration.
- Integrated with Office 365 via Microsoft Graph API for seamless productivity.

Raymond James Project:

- Architected a Java/Spring model management platform for investment products, containerized in

Docker and deployed to Amazon EC2.

- Built an abstraction layer to legacy systems, reducing dev costs and enabling data analysis.
- Implemented faceted search and data aggregation for enterprise features.

Syniverse Project:

- Led green-field modernization to container-first, cloud-agnostic deployment.
- Built event-driven pipelines for data aggregation and real-time BI in vendor workflows.

Catalina Marketing Project:

- Assisted domain design and backlog refinement for a media delivery platform aggregating channels.
- Created a scalable distributed control module for rule-based impressions.
- Redesigning Spring platform to Spring Boot with proactive error reporting, property overrides, and task orchestration.
- Implemented high-performance Redis persistence store.
- Modernized build pipeline with trunk-based development and semantic versioning.

Software Engineer

Edline LLC (now Blackboard), Chicago, IL (2009 – 2011)

- Designed/distributed search infrastructure with Solr/Lucene for scalability/HA across multi-terabyte data.
- Created Services Framework for consistent component management.
- Built Event Channel and Consumer interfaces with RabbitMQ for message delivery.
- Engineered resource permission flattening for hierarchical structures.

Previous Roles:

Microsoft (4 years contracting in Data Access Group in Redmond), AtHome America, FreeDrive

Skills

Cloud Platforms: Azure, AWS

AI Enablement: GitHub Copilot, Prompt Engineering, Custom Agents, MCP Integration

Containerization & IaC: Terraform/OpenTofu, Podman, Docker, Kubernetes

SDLC Processes: Agile, Scrum, Kanban

Cloud Models: FaaS, SaaS, PaaS, IaaS

Development Frameworks: Spring, NestJS, .NET, Quarkus

RDBMS: PostgreSQL, SQL Server, MySQL, Oracle, Amazon RDS

Big Data/Non-Relational: MongoDB, DocumentDB, CosmosDB, Hadoop

Caching/Messaging: Redis, Ehcache, Memcached, Kafka, RabbitMQ (AMQP), Amazon SQS, MSMQ

Search/Analytics: Elasticsearch, Solr, Lucene

Build/Release: GitHub Actions, Azure DevOps, Jenkins, TeamCity

OOP Methodologies: Domain-Driven Design, GoF Design Patterns

Education

B.S. in Mathematics (Philosophy Minor)

Benedictine University, Lisle, IL