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Ladders Hiring Team

Re: Lead Director - Engineering

Dear Ladders Hiring Team,

Guiding engineering transformation across architecture, product, and program execution closely matches my experience modernizing complex platforms while keeping teams aligned to measurable outcomes.

At TriMark, I aligned executives and business leaders around more than 50 prioritized use cases, built a seven-person AWS engineering team, and delivered the company's first enterprise data lake across 11 divisions in seven months. The platform reduced cross-ERP reporting from roughly two months to one day while establishing a scalable foundation for analytics and AI.

At Intelligent DataWorks, I own strategy, architecture, delivery, risk, security, operations, and a \$900,000 budget for a production AI platform supporting 70+ automations across more than 20 workflows. Earlier, I led a 25-person engineering organization and, at AWS, advised more than 200 enterprises while developing global specialist communities totaling 180+ professionals.

My healthcare background includes regulated software and an FDA-cleared connected product, while retail front-store operations would be a domain ramp. Intelligent DataWorks is pursuing a strategic acquisition, and I am seeking a long-term operating role elsewhere. I would welcome a discussion about strengthening delivery predictability, cross-workstream alignment, and business impact.

Sincerely,

Keith Steward, Ph.D.