

PADEN CLAYTON

SENIOR SOFTWARE DEVELOPMENT MANAGER

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SUMMARY

Engineering leader who builds organizations, not just software. Over 4 years at Amazon, built an enterprise security program from zero to org-wide adoption across 3 engineering teams, led a multi-year platform migration affecting 60% of services, and architected scalable people systems adopted by every manager in the organization, delivering \$4.45M in risk prevention, 74% reduction in security exposure, a 42% improvement in promotion success rates, and a \$2.96M vendor engagement delivered 67% under budget. Twenty years of progressive leadership spanning enterprise cybersecurity, cloud infrastructure, and high-scale web platforms, with a consistent pattern of identifying systemic organizational risks and converting them into funded, measurable programs with VP-level executive sponsorship.

WORK EXPERIENCE

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Amazon / June 2022 - Current

- Designed and operationalized Woot's enterprise security program from zero, scaling the Security Guardians initiative across 3 engineering teams and 4 trained certifiers, reducing uncertified applications by 74%, remediating 3,169 risks, and building the first cross-subsiary security collaboration network across 6 Amazon subsidiaries to benchmark operating models and inform OP1/OP2 resource strategy.
- Directed the response to a Critical-rated DST Business Security Review requiring VP-level escalation, orchestrating 3 parallel workstreams across 7 organizations and authoring the executive business case (824:1 cost-benefit ratio) that secured VP approval for a 3-5 year security roadmap, 5 dedicated contractors, and OWASP SAMM maturity progression across 10 practices, preventing \$4.45M in projected security exposure.
- Managed a \$2.96M Professional Services engagement end-to-end, delivering all contracted security objectives at \$987K (67% under budget) while making the strategic call to deprecate 159 applications rather than certify all, saving 704 dev-weeks (13.5 years) of engineering effort and rebalancing Woot's 9:1 apps-per-engineer ratio toward the Amazon peer benchmark of 1-3:1.
- Led strategic planning and multi-quarter execution of Woot's Shopify platform migration affecting 60% of services and all customer-facing experiences, authoring the Working Backward Schedule committing 9 engineers across 12+ project areas and 7 milestones (Q3 2025-Q1 2027), while driving weekly cross-team syncs across 7 teams to manage scope, vendor risk, and leadership-level trade-offs.
- Built and deployed organization-wide people systems, career development frameworks (improving promotion success from 60% to 85%), SDE onboarding programs (reducing ramp-up from 8 to 5 weeks), and Talent Review tooling adopted by all Woot SDMs (cutting review prep from 8 to 3 hours per manager), authoring 4 successful SDE II/III promotion documents that validated the frameworks in practice.
- Redesigned team operating model through cross-training, rotating leadership, and capacity-based sprint planning, improving Work-Life Balance scores from 2.7 to 4.0 while maintaining a 95% initiative success rate, then ran a controlled 4-sprint Kanban vs. Scrum experiment that reduced cycle time by 33%, increased velocity by 38%, and raised stakeholder Delivery Predictability scores from 3.0 to 5.0.
- Instituted a Code Review partner process that increased sprint velocity by 47%, and led a 2-year service deprecation initiative reducing Woot's application footprint by 56% (engineer-to-app ratio from 1:9 to 1:5), freeing engineering capacity to absorb growing customer demand without headcount increases.
- Drove enterprise-wide documentation standards across all 4 engineering teams, unifying 588 Wiki pages and reducing information retrieval time by 40%, establishing the operational knowledge infrastructure for a scaling organization.
- Completed Amazon's STORM red team program with 7 machine takeovers (highest in class), directly applying offensive security expertise to strengthen Woot's TPS reviews and security certification processes.
- Served on Woot's Architecture Review Board, influencing long-term technical investment decisions and organizational design across the engineering portfolio.

LEAD FULL STACK DEVELOPER

Monkedia / March 2018 - May 2022

- Managed a 326-resource AWS environment spanning EC2, Redshift, RDS, Lambda, S3, and CloudFront, owning cost optimization, reliability, and scalability decisions across the full cloud infrastructure portfolio.
- Led 6–8 month platform overhauls end-to-end, modernizing the technology stack through ES6 and React adoption while standardizing coding practices across Vanilla JS, PHP, and React teams, reducing defects and accelerating delivery velocity.
- Architected a unified analytics reporting framework replacing fragmented tooling across Facebook, Google, Amazon, Shopify, and Klaviyo, consolidating five vendor-specific reporting systems into a single platform that became the primary decision-making tool for the business.
- Established operational foundations, SOPs for interviewing, onboarding, and daily operations, that professionalized the engineering function and enabled consistent team scaling.

TECHNOLOGY DIRECTOR

Nusani Inc / March 2011 - March 2018

- Directed technology strategy and infrastructure for a hosting operation serving 2,400+ websites, owning availability, security monitoring, and incident recovery across the full portfolio.
- Built a website deployment platform that increased deployment velocity by 734%, automating the end-to-end process across servers and enabling rapid scaling from dozens to thousands of managed sites.
- Led the organization's migration to PHP 7, optimizing system performance across the entire hosting infrastructure while developing custom enterprise applications on WordPress, Laravel, and CodeIgniter.
- Managed outsourcing relationships and cross-functional project delivery, ensuring quality and timeline adherence across multiple concurrent initiatives.

IT ADMINISTRATOR

Suddenlink Media / March 2006 - July 2011

- Led a technical team in networking and desktop support operations, ensuring efficient deployment and maintenance of IT infrastructure.
- Managed and maintained enterprise networking devices and infrastructure, including switches, routers, and firewalls, to support uninterrupted business operations.
- Liaised with vendors to promptly address network outages and performance issues, minimizing downtime and maintaining network reliability.
- Upgraded network systems and components, including the implementation of multiple Cisco ASA 5520s, to enhance network security and capacity and replace obsolete VPN concentrators.
- Developed and maintained websites and tools using PHP and ASP, supporting internal operations and improving workflow efficiency.
- Coordinated the imaging and deployment of employee desktops and laptops, ensuring optimal setup and configuration for users.

EDUCATION

Phd in Information Technology, Information Systems Security

University of the Cumberland / 2026-Present

Master of Business Administration, Information Technology Management

Western Governors University / 2018-2020

Bachelor's Degree, Business Administration, Management and Operations

Western Governors University / 2016-2018

CERTIFICATIONS

AWS Certified Database - Specialty

AWS Solutions Architect Associate

Graph Developer - Professional

Graph Developer - Associate

Professional Scrum Master I

Project+