

# Randy Locklair

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## SUMMARY

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Hands-on technology leader who builds software, builds teams, and builds the systems that hold both together. Career highlights span telecom, finance, ad-tech, and insurtech, with stops in engineering, architecture, and the CTO seat. Equally comfortable greenfield coding a platform or coaching a product manager, and a strong believer that the best engineering cultures are the ones where people feel safe enough to do interesting work. Strategically bringing AI into engineering workflows with care as a force multiplier for good teams.

## EXPERIENCE

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### **Chief Technology Officer**, Pikl Insurance

Oct 2019 – Present

*Norwich, UK (remote from Brooklyn)*

Joined as the first engineering hire and built the function from scratch. Now run the Digital Studio, which is a unified product-and-engineering org of 12 (CTO, architect, four engineers, QA lead, two PMs, two POs, and a designer).

- Hired the entire engineering and architecture team and merged it with product into a single studio model that ships faster with less friction.
- Migrated the company off vendor-written PHP platforms onto an in-house TypeScript stack, doing much of the early work hands-on before the team was in place.
- Architected and led the move from a third-party quoting vendor to an in-house quoting platform. Reliability went from ~90% to near 100%, and quote times dropped from 5+ seconds (with regular timeouts) to a steady ~3.5-second average with strong observability and retry logic.
- Stack: TypeScript end-to-end (Next.js front ends, Express + gRPC microservices), MySQL on RDS, AWS (EC2 for legacy, ECS for containerized services, plus Amplify, Lambda, S3, and other AWS technologies).
- Supported the Series A and currently supporting the Series B fundraise, leading technical due diligence and security reviews end-to-end.
- Brought in a CISO and set the company on a path toward ISO 27001 certification.
- Currently piloting the safe integration of agentic AI coding tools into the team's day-to-day workflow.

### **Owner / Principal Consultant**, hatchMAP

Jun 2006 – Present

*Brooklyn, NY · active engagements through 2021; selective advisory since*

Founded and ran a Brooklyn-based delivery studio that took products from sketch to ship for founders and engineering teams. Built the team to five at peak, set up the space, and ran operations end-to-end. Clients included SocialMadeSimple and ConnectRN, with engagements ranging from iOS and Android apps to web platforms and full back-end builds. Scaled it back to a solo and curated-network model over time, and since 2021 has focused on selective advisory work alongside the Pikl role.

**Certified Freelance Engineer**, Gun.io

Jul 2018 – Dec 2020

Vetted freelance engineer on the Gun.io platform, taking on senior engineering and architecture engagements for high-bar clients.

**Chief Technology Officer**, Ennovate Media

2003 – 2006

Built and led a team of C and PHP developers behind one of the era's most successful email marketing platforms. Owned day-to-day technology operations.

**Senior Software Architect**, SASI

2001 – 2003

Designed and helped build SASI's first web trading platform under the StreetLine subsidiary. After the project sunset, joined the core trading software team building integrations between external trading systems and SASI's mainframe-based platform.

**Lead Engineer**, Comverse Network Systems (formerly Amarex)

1997 – 2001

Joined Amarex at 17 as a developer; stayed through the Comverse acquisition and grew into a team lead. Designed and built the audio and application provisioning system for MCI's Next Generation Service Node (the primary signaling and IVR platform on MCI's network), moving voice apps and audio reliably across heavily distributed telephony infrastructure.

## SELECTED PROJECTS

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**Red Hook Crit Raceday App and Platform**, Independent

2013 – 2015

The Red Hook Crit was an elite-tier, invitation-only international fixed-gear criterium series with rounds in Brooklyn, Barcelona, and Milan. Built the platform that received, managed, and live-streamed race results, plus companion iOS and Android apps that delivered race data to fans worldwide.

## LEADERSHIP & SERVICE

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- President, Century Road Club Association, 2022
- Membership Director, Century Road Club Association, 2015–2021, 2024
- Advisory Council Member, Transportation Alternatives, 2014–2015

## INTERESTS

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Licensed pilot, cyclocross racer, three-time NYC marathoner, musician, and proud dad. The flying taught me checklists, risk management, and how to stay calm under pressure; the racing taught me how to suffer well in a team; fatherhood taught me everything else.