

SEAN KARSHIS

ENTERPRISE ARCHITECTURE & AI ENABLEMENT LEADER

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PROFESSIONAL SUMMARY

Senior technology leader with 25+ years across founding engineer, CTO, and enterprise architect roles. Track record of standing up architecture practices, leading post-merger technology integrations, and using AI and automation to drive measurable engineering velocity. Currently leading architecture strategy and internal AI enablement at Qlik. Known for pairing deep technical judgment with strong executive communication, equally comfortable in an architecture review, a CIO briefing, or on stage at a 500-person hackathon.

EXPERIENCE

Senior Director, Architecture & Strategy | Qlik

Nov 2023 - Present

Miami, FL (Remote)

Lead Architecture & Strategy at Qlik, with an expanded mandate to drive the technical and process implementation of AI across the internal enterprise from IT. Scope: Enterprise Architecture, Solution Architecture, QA (manual and automation), and SRE for Salesforce and NetSuite.

- ▶ **Stood up Qlik's Enterprise Architecture and Solution Architecture practices from zero.** Charter, operating model, and embedded delivery across engineering.
- ▶ **Leading internal AI enablement from IT.** Use case identification, architecture fit, and the governance, approvals, and asset-sharing workflows that turn AI strategy into measurable adoption.
- ▶ **Driving the transformation of Salesforce and NetSuite engineering toward AI-native automation:** AI-driven code review, automated DORA metrics, and system-health dashboards tied to KPIs that matter to the business. CI/CD on Gearset, moving toward fully automated test-and-deploy.
- ▶ **Optimized the enterprise application portfolio across the 200-person department.** Rolled out a new Jira instance with defined workflows, ServiceNow and CI/CD integrations, and end-user training, alongside onboarding and simplification of adjacent tools to reduce cost and drive consistent patterns of usage.
- ▶ **Held lower environments stable for 18+ months across thousands of PRs** through combined technical controls and DevOps discipline. Sophisticated data-seeding solution materially lifted developer throughput.
- ▶ **Partnered with QA leadership to reimagine the practice** around automation, async developer testing, and AI-assisted workflows. Work in progress, with meaningful early wins.
- ▶ **Founded Qlik's first corporate hackathon** (500+ participants, dozens of innovations shipped into product and internal operations). Lead an ongoing internal Tech Talks program.

Senior Manager, Application Development | UKG

Jun 2019 - Nov 2023

Weston, FL

Led application development and delivery across multiple engineering teams through one of the largest enterprise software mergers of the decade (Kronos + Ultimate Software, UKG). Wore many hats across the tenure: Salesforce development, integration engineering, custom .NET solutions, and DevOps.

- ▶ **Led all IT environment work for the Kronos and Ultimate Software merger integration.** Partnered with the VP of Business Applications and CIO, co-led a combined org of 50+ across Salesforce development, Informatica and MuleSoft integration engineering, and DevOps, and worked alongside Accenture as strategic delivery partner. Delivered on plan, on time, without production incident.
- ▶ **Stood up UKG's Enterprise MuleSoft practice,** establishing the integration standards used across the combined business post-merger.
- ▶ **Inherited 4 .NET development pods (15 engineers) and restructured them around a sharper mandate:** strategic build vs. buy discipline, focused on competitive business value rather than internally novel tooling.
- ▶ **Architected the GCP cloud-native application platform** supporting internal engineering.
- ▶ **Technical lead on the corporate RPA proof of concept** that informed broader automation strategy.
- ▶ **MC'd and ran a 300+ person IT off-site,** part of an ongoing pattern of internal leadership visibility and executive communication.

CTO | Postal Center International

Jan 2015 - Jun 2019

Weston, FL

Owned technology strategy and delivery as PCI grew from \$24M to \$70M+ in revenue (300% growth) following its acquisition of Original Impressions, where I was CTO prior. Full-stack accountability: software development, IT infrastructure, networking, colocated server racks, AWS, and corporate productivity suites. Everything that plugged into a wall outside the manufacturing floor.

- ▶ **Partnered closely with the CIO on enterprise sales:** joined customer meetings, pitched and sold custom software platforms to Fortune 1000 buyers, and honed the public presentation skills that have shaped how I lead ever since. Software-enabled services became a meaningful share of new revenue.
- ▶ **Replaced legacy ERP footprint,** consolidating five end-user applications into two.
- ▶ **Architected AWS environment and CI/CD workflows** underpinning all production software.
- ▶ **Oversaw SOC 2 and HITRUST certifications** end-to-end.
- ▶ **Rebuilt the engineering organization** through hiring, mentoring, and KPI discipline that sustained through the growth period.
- ▶ **Established the company-wide disaster planning program** and documentation.

CTO | Original Impressions

Oct 2008 - Jan 2015

Miami, FL

Led technology as Original Impressions scaled its e-commerce print and fulfillment business, culminating in the company's acquisition by PCI in 2015. Built the software platform and IT foundation that made the company acquirable.

- ▶ **Early AWS adopter: moved the company's SaaS e-commerce and inventory platform onto AWS in 2010**, well ahead of mainstream enterprise adoption. Same instinct I'm applying now to enterprise AI: see technology shifts coming and commit before they're obvious.
- ▶ **Architected and developed a robust e-commerce print and fulfillment platform** that processed \$250M+ in work and online requests, 500K+ shipments, 18K+ SKUs, and 100M+ direct mail communications over the tenure.
- ▶ **Built a sophisticated ETL platform** integrating hundreds of B2B data feeds and high-volume data processing workflows.
- ▶ **Grew and mentored the software engineering team** into a self-sufficient group that sustained the platform and continued to deliver through the PCI transition.
- ▶ **Developed the public speaking and technical sales capability** that became central to closing key accounts, representing ~30% of top-line revenue.

Lead Developer | Original Impressions

Sep 2004 - Oct 2008

Miami, FL

Hired as Lead Developer and collaborated directly with the COO and CEO on system requirements, prototyping, and stakeholder acceptance throughout the SDLC. Foundation for the platform and CTO role that followed.

- ▶ **Architected and developed an e-commerce and operations software platform from scratch**, generating \$1M+ annually and becoming the system of record for the business.

SKILLS

Leadership & Strategy Enterprise & Solution Architecture · AI Enablement & Adoption · Engineering Leadership · Post-Merger Technology Integration · Executive Communication & Public Speaking · Vendor Negotiation · Technical Sales · Regulatory Compliance (SOC 2, HITRUST)

Platforms & Engineering Cloud Architecture (AWS, GCP) · DevOps & CI/CD · Salesforce & NetSuite Engineering · Integration & API Strategy (MuleSoft, Informatica) · SDLC / Agile · Full-Stack SaaS Architecture

AI & Automation Enterprise AI Workflow & Governance · AI-Driven Code Review & Quality · DORA Metrics & Engineering Dashboards · Process Design & Automation

EDUCATION

BBA, Finance | University of New Mexico, Anderson School of Management

1993 - 1997

Magna Cum Laude, GPA 3.72 · Dean's List (3 years) · Minor in Fine Arts · Thesis on the theory of capitalism

International Business & Economics | University of Exeter, England

1998 - 1999

CERTIFICATIONS

- ▶ ITIL Foundation Level · AXELOS Global Best Practice · Issued Oct 2019