

JOHN MANN

ENGINEERING EXECUTIVE | VP / DIRECTOR OF ENGINEERING

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EXECUTIVE PROFILE

Engineering executive with 30+ years of experience building software, products, teams, and leaders across startups and enterprise organizations. Leads through clear priorities, durable delivery systems, and hands-on technical judgment. Track record includes scaling engineering organizations, developing managers and senior engineers, improving reliability and performance, reducing costs, and retaining high-performing teams.

LEADERSHIP IMPACT

Engineering Organizations | Delivery & Operational Excellence | Manager Development | Hiring & Retention | Product & Engineering Strategy | Platform Performance | Accessibility | Cloud Architecture | AI-Enabled Engineering | Cross-Functional Leadership

PROFESSIONAL EXPERIENCE

Fora Travel | Director of Engineering

Dec 2025 - Jul 2026 | New York, NY

- Led a 15-engineer organization across Finance and Web Acquisition Visibility, reporting to the VP of Engineering.
- Established and scaled website performance and accessibility goals, creating clearer engineering standards for customer-facing experiences.
- Expanded Finance delivery capacity by scaling the team into an additional pod; established a dependable delivery cadence and feature-intake process for Web Acquisition Visibility to strengthen stability and predictability.
- Led hiring, mentorship, and performance management across the organization, achieving 100% retention and three promotions.

Napster Corp. (formerly Infinite Reality) | SVP, Napster Enterprise

Jan 2025 - Dec 2025 | New York, NY

- Led the enterprise organization following the January 2025 acquisition of Obsess, carrying customer, product, and engineering priorities through the transition.
- Connected technical strategy and execution across an enterprise portfolio serving immersive commerce customers.

Obsess | Chief Technology Officer | Vice President of Engineering

CTO: Dec 2023 - Jun 2025 | VP Engineering: Dec 2021 - Dec 2023 | New York, NY

- Maintained engineering-team retention above 90% while building a stable, collaborative leadership culture.
- Reduced engineering expenses by more than 40% while protecting product delivery and platform investment.
- Improved performance to sub-two-second load times across customer experiences.
- Completed SOC 2 Type II certification and reduced production incidents to fewer than five annually, including a six-month incident-free period.

PROFESSIONAL EXPERIENCE, CONTINUED

SEMPRE | Lead Software Engineer

Jun 2021 - Dec 2021 | Remote

- Led software delivery for secure 5G and edge-computing infrastructure serving telecom, government, first-responder, and enterprise use cases.

Consumer Edge / Good Deeds | Director of Engineering | Chief Technology Officer

Jul 2018 - Feb 2021 | New York, NY

- Built and scaled a multidisciplinary engineering organization from zero to 20 people in six months across web, mobile, and DevOps.
- Led migration of an on-premises Flask platform to GCP in under 90 days, reducing operating costs by 50%.
- Introduced CI/CD and cloud delivery practices that improved site and application stability to 99.99% uptime.

Huge | Senior Technical Architect

Jan 2017 - Jul 2018 | New York, NY

- Led onsite and distributed teams delivering IoT and web platforms for an enterprise elevator-safety program, from prototypes through production architecture and handoff.

TravelSpike / Knapsack | Head of Engineering

Dec 2014 - Dec 2016 | Atlanta, GA

- Built and led the engineering team behind digital advertising and campaign-management systems; designed the image-resizing process awarded US Patent 9,691,131.

ADDITIONAL LEADERSHIP

Startups & Code | Founder

May 2021 - Present | New York, NY

- Advise founders and engineering leaders on architecture, technical strategy, execution, and organizational scaling.
- Create workshops, podcasts, and AI-enabled resources that help builders move from planning to shipping.

EDUCATION & DISTINCTIONS

BS, Computer Science - University of New Orleans

SQL Server Specialist Program - University of Washington

US Patent 9,691,131 - System and Method for Image Resizing

Google AI Essentials | Certified Travel Advisor, Fora Travel