

Randal Bachle

Software Engineering Leadership

SUMMARY

Engineering leader with seven-plus years in software and five years of prior military leadership, currently running a 20-engineer organization across four teams as head of a flagship product line serving roughly 20% of U.S. states. Track record of scaling teams, tightening delivery, and modernizing engineering practice in high-stakes, heavily regulated environments — strongest where an org needs structure, predictability, and leadership depth without added bureaucracy.

EXPERIENCE

Engineering Manager — Head of Voter Registration

Election Systems & Software | Election hardware & software provider | Omaha, NE

Feb 2025 – Present

- Lead engineering for Voter Registration, one of ES&S's three flagship product lines, delivering the voter registration platform used by election authorities in roughly 20% of U.S. states.
- Manage a 20-engineer organization across four teams — including one Engineering Manager — and coordinate cross-functionally with 4 business analysts, 6 QA analysts, and 2 delivery managers (Scrum masters).
- Grew the engineering organization from 12 to 20 engineers, standing up hiring, onboarding, and the team's first developer-competency framework.
- Cut delivery cycle time ~30% and corrected chronic over-commitment — teams routinely committed to ~2x their actual capacity — by introducing estimation discipline and metric-driven planning where none existed before, bringing sprint commitments in line with delivery.
- Introduced agentic AI tooling across the development and QA pipeline and drove adoption of Playwright end-to-end testing, accelerating code review and hardening release quality.
- Operate within strict federal, state, and certification constraints; serve as primary engineering liaison to executive leadership on delivery status, technical risk, and staffing capacity.

Stack: .NET, Angular, SQL.

Software Engineer → Engineering Manager

Tripleseat | Hospitality event-management SaaS | Boston, MA (remote)

Aug 2021 – Feb 2025

- Promoted from Software Engineer to Engineering Manager within the first year; ultimately led 16 engineers across three teams.
- As an engineer, shipped customer-facing features on a Ruby on Rails / React / SQL stack that addressed top customer pain points before moving into management.
- Introduced Agile/Scrum across engineering and product, cutting delivery cycle time ~40% year-over-year.
- Aligned engineering, product, marketing, and design on a biweekly prioritization cadence tied to validated customer needs.
- Served as engineering liaison to executive leadership, reporting on delivery and product performance to inform roadmap strategy.

Stack: Ruby on Rails, React, SQL.

DevSecOps Software Engineer

Science Applications International Corporation (SAIC) | Defense contractor | Omaha, NE

Nov 2020 – Aug 2021

- Tested and analyzed the design, operation, and performance of software and systems for a defense client.
- Diagnosed persistent legacy-system issues and built corrective remediation plans that resolved recurring major failures and improved operational workflows.
- Sustained high responsiveness under pressure across a heavy weekly caseload with minimal disruption to delivery deadlines.

Software Support Analyst

Election Systems & Software | Omaha, NE

May 2019 – Nov 2020

- Resolved end-user software issues affecting ~70% of nationwide clients, cutting urgent-inquiry response times to under one hour via streamlined escalation channels.
- Subject-matter expert across 25+ election software versions, supporting customers nationwide.
- Authored best-practice documentation across all application variants, reducing average response time for the majority of issues to under 15 minutes.

Manager, Ground Security Forces

U.S. Army | Department of Defense | Afghanistan

Nov 2009 – Feb 2015

- Led ground-security operations — physical security, patrol/convoy operations, intelligence, and detainment procedures — safeguarding assets valued at over \$2M.
- Built risk-driven patrol plans from regional-command intelligence and historical analysis.
- Identified vulnerabilities in tactical reviews and drove immediate corrective action in high-consequence environments.

EDUCATION

B.S., Computer Science — University of Nebraska Omaha, 2019

SKILLS

Leadership: Org design & team scaling • Hiring & onboarding • Performance management & developer-competency frameworks • KPIs / OKRs • Cross-functional alignment • Executive reporting

Engineering & Delivery: Agile / Scrum (Certified ScrumMaster) • Test-Driven Development (TDD) • Metric-driven delivery (cycle time, planning accuracy) • E2E test automation (Playwright) • CI/CD & containerization (Jenkins, GitHub Actions, Docker) • Agentic AI tooling in the SDLC • Jira, Confluence, Jellyfish, Aha!, Figma

Technical: .NET • ASP • Angular • React • React Native • Ruby on Rails • Node.js • Django • jQuery • JavaScript • TypeScript • Python • SQL • MySQL • Redis

Domain: Regulated & certified software (elections) • Defense / government • B2B SaaS

Clearance: U.S. DoD Secret (inactive — eligible for reactivation)