CARL KIBLER

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Head of Engineering at Lucerna Health   March 2020 - Present

Engineering

- Built a HITRUST-certified healthcare data platform from scratch: data exchange, ETL, entity resolution, and patient engagement
- Built a configurable workflow engine to run daily operations
- Integrated AI into product features, development, and agentic auto-improvement systems
- Selected and evolved the full technology stack across 6 years of platform growth
- Migrated live product across several iterations of architecture with AWS, Snowflake, numerous tools while managing security and cost.

Team & Culture

- Created engineering team and culture from zero: values, norms, processes
- Hired end-to-end for 6 years: sourced, interviewed, closed, and retained engineers
- Achieved average tenure of 4+ years through mentoring, autonomy, and advocacy
- Taught smart engineering practice over code production
- Stayed hands-on in architecture decisions, code review, and incident response

Company-Wide Technical Leadership

- Developed technical roadmaps and build-vs-buy strategy and execution
- Represented engineering in investor due diligence and customer security reviews
- Completed 2 full HITRUST CSF certification cycles, largely single-handedly
- Ran all company IT: asset management, monitoring, training
- Participated in annual budgeting and drove regular cost reduction

Team Lead at Instructure   April 2018 – February 2020

- Transformed an underperforming team into a positive, high-velocity unit that delivered every project on time or early
- Salvaged team's relationship with Product: established trust and collaborative processes that became a model for other teams
- Built major features and modernized legacy services
- Recognized for advocating for empathy in product thinking

Architect & Team Lead at Cerner   May 2013 – April 2018

- Led a Patient Portal project spanning 2 EHR systems and an insurer, managing technical and political complexity over 2 years with CTO-level oversight across 3 companies
- Rebuilt a partner's engineering team: transferred out poor performers, hired and onboarded new engineers, designers, and product manager

· Designed user-facing features adaptable to widely-varying backend services

Prior Experience
· Designed and built a secure voting system for state legislatures
· Trained clients' business and technical teams in US and abroad
· Designed, planned, implemented, and supported customize enterprise telecom systems
· Built automated hardware & software test harnesses for formal certification
· *Honor:* Member of Open Source Software Review Board within Motorola

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Education

Executive MBA, *summa cum laude*   2014
    Bloch Business School at University of Missouri, Kansas City

Bachelor of Science, Computer Engineering   2005
    University of Alabama – Huntsville

Public Speaking
· "The Power of AI in Software Testing", October 2024
· "Real Life is not an Edge Case", April 2019
· "Mobile Testing and Chatbots", August 2018