

Theisen Sanders

pronounced: TIE-sen

+1 515-520-7711 | theisen.sanders@gmail.com

theisensanders.com |  |  | 

SUMMARY

Engineering leader with 14+ years of experience building reliable, full-stack systems and supporting teams through growth and change. Comfortable owning architecture and driving technical direction across teams and org boundaries.

EXPERIENCE

Workiva, Inc.

Nov 2011 – Present

SaaS platform for connected financial, regulatory, and sustainability reporting with over 6,000 enterprise customers worldwide.

Director of Engineering – Chicago, IL

Oct 2025 – Present

- Directing multiple engineering teams to deliver Workiva's carbon accounting and sustainability reporting product vision
- Leading Claude Code rollout, building an internal community and best practices for AI-assisted development

Senior Engineering Manager – Chicago, IL

Nov 2022 – Oct 2025

- Led two growth teams to launch Workiva's fit-for-purpose sustainability solution, growing to 720 customers in 2 years
- Doubled team size in 10 months by streamlining recruiting, hiring, and onboarding
- Ran an initiative that improved engineers' support response and resolution times, earning a seat on the org-wide training committee
- Designed, built, and shipped a public REST API, opening the platform to partners and more customer workflows
- Mentored direct reports, with 8 earning promotions under my leadership

Engineering Manager – Amsterdam, NL

Aug 2019 – Nov 2022

- Started Workiva's first EU engineering team to drive EMEA expansion
- Designed, patented, and shipped a multilingual document-collaboration tool
- Developed a Go i18n library (and compiled to JS via GopherJS) to share logic across the stack, enabling consistent CLDR-based formatting and localization
- Launched the Workiva Marketplace for distribution of pre-built, installable artifacts
- Hired and mentored a diverse team, built a succession plan, and transitioned leadership successfully before returning to the U.S.

Senior Software Engineer – Denver, CO

Aug 2016 – May 2019

- Served as tech lead for a GRC product line team, making key architecture and design decisions
- Built and maintained a web service on our in-house graph DB to support client-facing apps; used and extended by multiple teams
- Automated build and test pipelines with Docker; reviewed code changes for security issues

	<ul style="list-style-type: none"> Partnered with Microsoft engineers to integrate Microsoft 365 for the web (Office Online) into the platform 	
	Software Engineer – Boulder, CO	Jan 2013 – Aug 2016
	<ul style="list-style-type: none"> Built a multithreaded notification system with high throughput and intelligent bundling to reduce noise and improve UX Led design and implementation of Workiva’s first mobile-friendly SPA (AngularJS), covering both UX and engineering; ran with minimal upkeep until 2023 Built rapid, live-data prototypes for UX testing in customer accounts, enabling feedback on real workflows while avoiding lasting production changes 	
	Quality Test Engineer Intern – Ames, IA	Nov 2011 – Jan 2013
	<ul style="list-style-type: none"> Identified and tracked software bugs through meticulous testing and clear feedback Built a Selenium framework that let non-developers write and run functional tests 	
SIDE PROJECTS	Cove Teams, Inc.	Oct 2024 – Present
	<i>Early-stage startup developing software to improve pediatric therapy outcomes for developmentally delayed children. Inspired by my nephew, Liam.</i>	
	Founder & Chief Technology Officer – Chicago, IL	
	<ul style="list-style-type: none"> Lead technical strategy for an AI-driven pediatric therapy platform that frees clinicians to focus on care Architected and shipped a HIPAA-compliant web application Built a cross-platform mobile app for Android & iOS (Flutter) Implemented a media pipeline that ingests, processes, and analyzes images and video 	
PATENTS	<i>Systems and Methods for Translation Comments Flowback</i>	May 2023
	US20230123555A1 <ul style="list-style-type: none"> Built a machine translation workflow for multi-language document reviews Anchored translations to source text and surfaced reviewer feedback in the original document 	
EDUCATION	<i>Bachelor of Science in Computer Science</i>	Aug 2010 – Dec 2013
	Iowa State University – Ames, IA	
TECHNICAL SKILLS	Languages Go, Python, Dart, TypeScript, Kotlin/Java	
	Cloud & DevOps AWS, Docker, Kubernetes, GitHub Actions	
	Data & ML PostgreSQL, Graph DBs, BigQuery, RAG / Vector DBs, LLMs	
	APIs & Messaging OpenAPI, GraphQL, gRPC, Kafka, SQS	
	Frontend & Testing React, Flutter, Tailwind CSS, Material UI, Playwright, Vitest, HTMX	
	Observability Prometheus, Grafana, OpenTelemetry, Splunk, Datadog	