

COLTON BRUGGER

Strategic, Tenacious Technology Leader

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PROFILE

Strategic technology leader with a proven track record of elevating engineering organizations across venture-backed startups and enterprise-scale implementations. Expert at bridging technical and business objectives while developing high-performing teams and maturing organizational capabilities.

KEY CAPABILITIES

Engineering Organization Leadership
Startup Founding & Early-Stage Scaling
Executive Stakeholder Engagement
Technology Architecture & Strategy
Team Development & Scaling

Vice President of Engineering (Hands-on Engineering Leader)

Banjo Health | Washington, DC (Remote) | July 2022 – Now

- Elevate organizational capabilities across engineering, QA, and adjacent teams—establishing measurable SDLC processes, defining engineering KPIs, mentoring product leadership, and partnering with C-suite on technology strategy.
- Engage directly with client executive stakeholders and internal leadership to navigate implementation priorities, assess technical feasibility, and align delivery timelines—serving as a credible technical voice in high-stakes commercial conversations.
- Architect and lead execution of complex client integrations including Electronic Prior Authorization (ePA) systems, driving cross-functional teams through technical challenges while sustaining delivery commitments across enterprise and mid-market clients.
- Implemented asynchronous GenAI infrastructure supporting real-time clinical decision-making; built ML-enhanced workflow optimization tools improving PA processing efficiency.
- Champion continuous improvement across engineering, QA, product, and customer success—driving shared standards, delivery predictability, and measurable quality outcomes across the platform.

Director of Engineering (Hands-on Engineering Leader)

Circulo Health | Columbus, Ohio (Remote) | May 2021 - June 2022

- Oversee the development of external-facing technology products for providers and members.
- Built provider eng team from the ground up, which grew into Circulo's largest engineering cohort.
- Work with business, clinical, product, and design experts, and other technical stakeholders across the company to ideate, scope, prioritize, and plan technology projects.
- Scope, negotiate terms for, and shepherd relationships with our key technology partners/vendors to ensure we have the tools in place for our engineers to develop innovative products.

Co-Founder and Chief Technology Officer (Hands-on Founder/Executive)

Transect | La Grange, Texas & San Antonio, Texas | 2016 - 2020

- Developed proprietary, cloud-native regulatory management system from the ground up, including database architecture, microservices backend, and single-page application front ends.
- Implemented open-source and proprietary solutions to complex geospatial analysis challenges.
- Developed product roadmap, helped prioritize product features based on internal and external feedback, and executed/developed the iterations in the application.
- Managed/supported team members in data analysis, web development, content, marketing, and other works. (Co-founders wear all hats at one point or another.)

Director of Design & Development (Hands-on Engineering Leader)

OPUSfidelis | Austin, Texas & Reston, Virginia | 2011-2013, 2014-2016

- Led creative and engineering teams to produce quality web applications, multi-channel marketing campaigns, and other web applications for private, nonprofit, and faith-based clients.
- Created engaging and meaningful online tools for communities, designed marketing to rally support for critical events or initiatives, and built web presences to strengthen brands online.
- Led international, multilingual teams in development of cloud- & microservice-based applications and content, including extensive domestic and international travel to support the collaboration.

IN THEIR OWN WORDS

Find these recommendations and more on my [LinkedIn profile](#).

Colton is a deft hands-on engineering manager who strives to ensure the people on his team have everything they need to succeed, be that mentoring, career development, or the space and trust necessary for high performance to flourish. As a very seasoned technologist, **Colton is an outcome-oriented engineer who values speed, agility, collaboration, and curiosity**. He's fearless when it comes to striving to understand the problem at hand, willing to ask hard questions and pursue safe-to-fail experiments in his questing way to find the straightest line to solutions. I'd work with him again in a heartbeat!

— *Erika Bjune: CTO of Circulo Health, who managed me directly*

Kind, compassionate, driven, competitive, moral compass. These are just a few words to paint a portrait of whom you get to work alongside when you work with Colton. His tenacity to drive features to completion is matched by few. **He cares about the root of whatever is being built. He is not a ticket grabber but a bonafide partner.** While in the trenches of shipping multiple experiences, he was always composed, helpful and humble. I would always work with Colton.

— *Willy Bravenec: Chief Product & Design Officer of Circulo Health*

Colton's tenacity is contagious and he leads with conviction and compassion. He empowers his team with real autonomy and supports them with candid and clear coaching and mentorship. Colton builds strong teams and strong products because he values real learning and demonstrates that through his authenticity and commitment to delivering valuable experiences. **Colton has a true growth mindset and I would work with him anywhere.**

— *Katy Sole, SSM, PMP, RTE: Project Manager at Circulo Health, who served as an agile leader of multiple teams of engineers under my Direction*

I cannot imagine working for a better leader. **Colton has done a great job of balancing team enablement and getting out of their way and allowing them to do their best work.** He has always looked out for his team by positioning them to succeed while making sure that we were consistently aligned with the company's ever-changing goals. It has been an absolute pleasure working with Colton.

— *Rob Mastronicola: Senior Software Engineer who reported to an EM under my Direction*

EDUCATION

Incomplete Bachelor's Degree in Government

The University of Texas at Austin

COMMUNITY

ORGANIZATION	TOP ROLE	YEARS OF SERVICE
Knights of Columbus	Deputy Grand Knight	22 years
BP MS 150	Steering Committee Chair	12 years
St. Mark's Med Ctr Foundation	Board Member	10 years
Fayette County Fair Association	Member	10 years
ACS Relay for Life	Event Chair	7 years
Bike MS: San Antonio	Committee Member	4 years
Society of St. Vincent de Paul	Board Member	3 years
Court Appointed Special Advocate	CASA Advocate	3 years
Fayette County Tourism Assoc.	Board Member	2 years

WANT MORE?

coltonbrugger.com

linkedin.com/in/coltonbrugger