

Michael Shane Sturgeon

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SUMMARY

Senior Engineering Leader | Agile Advocate | Healthcare & Federal Systems

Engineering Leader with 20+ years of software delivery experience and 10+ years leading high-performing teams in healthcare and federal environments. Proven record delivering CMS and Medicaid systems within FedRAMP, ATO, HIPAA, and ACA regulatory frameworks. Experienced in scaling Agile organizations, modernizing legacy platforms, and building secure, cloud-native solutions in AWS.

Healthcare & Regulatory Experience

- CMS (QMARS, Healthcare.gov, ACA Marketplace)
- Medicaid (IN, GA, AR expansions)
- HIPAA, FedRAMP, ATO, ARS compliance
- FHIR interoperability & healthcare data exchange

Technologies & Tools

- *Frontend*: React, TypeScript, JavaScript, HTML/CSS
- *Backend*: C#/I.NET, Java, PHP, Golang
- *Cloud & DevOps*: AWS (EKS, RDS, Lambda, S3, SQS), GitHub Actions, Jenkins, Docker, CI/CD, DevSecOps
- *Databases*: SQL Server, MySQL, PostgreSQL, NoSQL
- *Monitoring*: New Relic, Datadog, Splunk, CloudWatch

CERTIFICATIONS & CLEARANCES

- AWS Certified Cloud Practitioner
- AWS Certified AI Practitioner
- Professional Scrum Master™ I (PSM I)
- ITIL Foundations
- Federal Public Trust Clearance (Active)

WORK EXPERIENCE

Engineering Manager

Mar 2025 - Present

Bellese Technologies

- Lead engineering delivery for the CMS QMARS case management platform, supporting federal healthcare program oversight and regulatory reporting.
- Direct a cross-functional organization of 20 engineers spanning Application Development, Quality Engineering, and Platform Operations in a FedRAMP-authorized AWS environment.

- Founded and led a cross-disciplinary AI Community of Practice (15–20 members) focused on practical AI adoption, model evaluation, and cost/benefit analysis of emerging tooling across engineering and adjacent teams.
- Supported delivery of an AWS Bedrock-powered artifact categorization service, enabling QIOs to more efficiently adjudicate and route incoming claims within the QMARS case management platform.
- Standardized deployment and release governance across engineering, implementing centralized controls and audit-ready documentation to improve production stability and compliance traceability.
- Launched a Code Quality and Engineering Standards initiative to baseline repository health, define measurable testing and maintainability KPIs, and align practices with ATO and ARS compliance requirements.
- Partner with CMS stakeholders on planning, compliance alignment, and delivery milestones across SAFe increments.

Principal Consultant/Owner

Jun 2024 - Mar 2025

Sturgeon Consulting LLC

Provided software engineering and technical leadership services through consulting engagements with federal and private sector clients. Specialized in cloud-hosted applications, Agile delivery, and full-stack development.

Select Client Engagements:

- Covetrus (Veterinary Diagnostics & Practice Management)
 - Supported a six-month consulting engagement focused on team reorganization, delivery prioritization, and cross-team collaboration within the consumer business unit.
 - Partnered with engineering leadership to improve Agile alignment, clarify ownership across API, imaging, and legacy teams, and stabilize delivery across a distributed onshore/offshore model.
 - Helped establish clearer intake, planning, and execution practices to improve predictability and team health during a period of organizational transition.
- DISCUS Software Company (Manufacturing Quality Systems):
 - Supported initiatives across SaaS product lines, including integration and delivery of AI/ML tools.
 - Introduced structured release management practices and vulnerability scanning tools.
 - Managed vendor relationships and communicated monthly engineering updates to stakeholders.

Sr. Engineering Manager

Dec 2022 - Jun 2024

Ad Hoc LLC

- Led modernization efforts for CMS and Healthcare.gov platforms serving millions of beneficiaries, operating within strict FedRAMP and ATO compliance boundaries.
- Built and scaled cloud-based solutions leveraging AWS services (EKS, RDS, Lambda).
- Directed engineering efforts (24 direct-report engineers) across Applications, Enrollment, APIs, and Platform Ops

- Collaborated with CMS stakeholders on SAFe planning, delivery milestones, and compliance.
- Strengthened DevSecOps alignment with FedRAMP, ATO, and ARS controls across engineering and platform teams.
- Conducted Agile maturity assessments and led cross-functional process improvements.

Software Engineering Manager

Mar 2022 - Dec 2022

Allegiant Airlines

- Managed 3 cross-functional teams (22 engineers) in the delivery of a new Flight Booking System.
- Coordinated 3rd-party vendor integrations and joint-venture technical planning.
- Championed enterprise-wide Agile adoption.
- Tech: Java, MySQL, AWS, MuleSoft, Jira, Navitaire

Software Engineering Manager

Oct 2015 - Mar 2022

CareSource Management Group

- Led five engineering teams (~25 engineers) delivering core Medicaid and ACA Marketplace systems across multiple states, supporting eligibility, provider management, and regulatory reporting functions.
- Scaled Agile practices across global teams.
- Led teams building systems compliant with HIPAA and other regulatory standards for Medicaid and ACA Marketplace programs.
- Delivered sanctioned provider screening and FHIR-based interoperability solutions aligned with CMS mandates and evolving healthcare data exchange standards.
- Directed multi-state Medicaid platform expansions (IN, GA, AR), aligning engineering delivery with CMS timelines and state regulatory requirements.
- Interfaced with CMS on compliance and interoperability requirements.
- Tech: C#.NET, MSSQL, Azure DevOps, Trizetto Facets, ServiceNow

Software Engineering Manager

Jun 2013 - Oct 2015

Crown Equipment Corporation

- Grew department from 13 to ~25 staff (all direct reports)
- Introduced Agile practices into legacy environments
- Coordination across teams in Europe, Australia, and China.
- Directed \$1M+ CMS platform evaluation and mobile app development efforts.
- Drafted and implemented new SDLC and change management processes.
- Tech: Java/Spring, Hibernate, Oracle, Jenkins, SSRS/SSIS, Jira, Confluence, ServiceNow

Software Engineering Manager

May 2008 - Jun 2013

Dayton Public Schools

- Led modernization of legacy systems impacting 3,000+ users and 50+ apps.
- Migrated platforms, upgraded apps to modern standards, and reduced licensing costs by 60%.
- Managed rollout of district-wide Student Information and Business Systems.

- Tech: JavaScript, Lotus Notes, VB, VBScript, MSSQL, AS400, HTML/JSON

Earlier Technical Roles

Aug 1996 - May 2008

Engineering Team Lead, Senior Software Engineer - Various Companies

- Designed and deployed enterprise applications using VB, Java, SQL, JavaScript, HTML/CSS, and XML.
- Hands-on experience with AWS (EC2, RDS, SQS, SNS, Route53) for cloud-hosted applications.
- Developed and maintained LAMP stack applications (Linux, Apache, MySQL, PHP).
- Implemented databases, APIs, web services, and ETL processes.
- Contributed to CI/CD pipelines, unit testing frameworks, and Agile adoption.

EDUCATION

Wright State University

Bachelor of Science (B.S.), Computer Science

Dayton, OH