David Texidor

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PROFILE

A passionate technology leader with a proven track record of building large-scale global products and multi-regional engineering teams across B2C, B2B and SaaS markets. With experience across front-end, full-stack, backend and mobile technologies, I am deeply committed to delivering products focused on compelling user experiences through fostering an engaging culture in which high-performing teams thrive. My core attributes include:

‣ Delivers customer-focused, scalable solutions that drive business outcomes
‣ Builds high-performing and engaged teams focused on collaboration and ownership
‣ Champions community and trust through shared understanding of mission and outcomes

ACHIEVEMENTS

‣ Delivering 150k in segmented growth and new customer leads via Procore's free pilot experience
‣ Improved Procore's core service SLA for customer projects from 538mins to 1.1mins, reduced daily errors from 3k to under 50
‣ Led PayPal's platform and technical strategy for EU PSD2 SCA compliance, ensuring ~35B in annual regional total payment volume (TPV) continuity
‣ Drove PayPal's security mitigations for vulnerable accounts reaching 110% of our goal within 12 months
‣ Delivered $35M in revenue lift in PayPal's Checkout experience on $1B increased TPV

EXPERIENCE

PROCORE | March 2021 – Current

Director of Engineering, Account Onboarding, UI Platform 11/2022 – Present
‣ Built and launched free company accounts enabling profile and team management for General Contractors and Sub-contractors in the Construction Industry
‣ Establishing metrics and a technical roadmap to improve the project creation process for customers on the Procore Platform
‣ Reconfigured existing UI roadmap to focus on tool and tech stack adoption across engineering organization
‣ Migrating from Ruby-based ERB templates (monolith) to stand-alone micro front-ends (MFEs) for greater flexibility, DevOps and time to production improvements

Director of Engineering, Identity 07/2021 – 11/2022
‣ Established roadmap with Product partners in direct support of two of Procore's top initiatives
‣ Delivered Permissions Management platform, User Management and Authentication capabilities providing authnauth and CIAM central to the Procore Platform
‣ Established change management, best practices and process improvements across the division; Building an Engineering-driven community
‣ Scaled our org from 23 engineers to 51 engineers over 8 months, growing from four teams to seven with varied engineering and management experience levels and skillset

Director of Engineering, Preconstruction 03/2021 – 07/2021
‣ Managed seven teams across US and EU regions with junior to senior Engineering and Management levels supporting strategic capabilities including Bidding & Estimating, BIM and Doc Management product lines
‣ Established hiring cadence, best practices, process consistency, and delivery models across teams
‣ Partnered with senior leadership counterparts across Product and UX on strategy and roadmap alignment, and stakeholder management

PAYPAL | 14 Years

Senior Engineering Manager, Identity Experiences   11/2018 – 03/2021
- Responsible for 4 teams delivering full-stack (UI and backend) Authentication and Security capabilities for PayPal globally, across Web and mobile (iOS, Android) form factors
- Led platform-based Identity capabilities for PayPal and adjacent companies, (iZettle, Xoom, Honey, Hyperwallet)
- Redefined Security Experiences including new device identification, management, and login notification
- Represented PayPal as a technology SME with the CSSF (Luxembourg Compliance Regulators) for EU PSD2 SCA compliance
- Led hiring initiatives across the PayPal Identity org growing engineering teams across geo-diverse locations by 50% across management and developer roles

Engineering Manager II, Security Experiences   03/2017 – 10/2018
- Revamped 2FA Login experience to increase security and enhance customer's login experience
- Drove auto-login after password recovery increased our login complete rate by ~3-4% contributing towards greater NNA and transaction volume
- Implemented customer messaging enhancements that reduced customer service call volumes from 8% to 2.6% for ~$400K savings per year
- Addressed high-profile escalations related to security vulnerabilities and third party partner integrations including Skype, Kijiji, eBay, and Facebook
- Led team through leadership transitions resulting in greater delivery velocity and execution against KPIs

Engineering Manager II, Regional Solutions and Merchant Engagement   03/2014 – 03/2017
- Lead teams focused on global optimization, expansion and experimentation across Merchant On-boarding products, reducing friction delivering ~70bps conversion uplift and achieving global ramp of 97%
- Lead global re-stack of Mobile POS App and mobile capabilities for Merchant On-boarding products
- Drove a large-scale hiring initiative across five managers to build out teams in San Jose, CA and Austin, TX
- Successfully on-boarded 19 Engineers within a five-month period to meet full-stack capabilities

Engineering Manager I, User Interface Engineering   08/2012 – 03/2014
- Directed collaboration between User Experience Design, Product and Business Stakeholders to reinvent PayPal's Resolution Center on Node.js stack
- Implemented Lean UX practices to drive understanding and development of key initiatives, including buyer/seller messaging and empowering merchants to resolve customer issues

Engineering Manager I, Checkout Product Engineering   01/2010 – 08/2012
- Drove long-tail improvements and optimizations of the PayPal checkout flow for Merchants and eBay globally
- Delivered $35M in revenue improvement on ~$1B increased total payment volume as of 2012
- Completed the rollout of new checkout experiences to NA and EMEA markets through coordinated ramp-up and conversion analysis with regional business and product management stakeholders

Engineering Manager I, Global Operations UI Engineering   06/2008 – 01/2010
- Built, implemented and managed the web development team for PayPal's Global Operations, supporting global customer service applications and customer self-service flows on PayPal.com

OTHER EMPLOYMENT
- Senior Web Developer, PayPal, 02/2007 – 06/2008
- User Experience Designer/Developer, Insight, 08/2001 – 02/2007
- Web Developer, Alliance Consulting, 01/2000 – 07/2001
- Web Designer II, Insight, 08/1997 – 12/1999

EDUCATION
Grand Canyon University | Phoenix, AZ   May 1994
Bachelor of Arts, Religious Studies and Psychology double major