

# Leonidas Caldwell

LeonidasCaldwell@gmail.com | www.LeonidasCaldwell.com

Hands-on software engineering professional and multiplier; experienced in software product strategy, SDLC, distributed systems, and shipping software products at scale. Designed and delivered ML orchestration system coordinating document classification, OCR, signature detection, and data extraction models across microservices and processing up to 13.5K mortgage packages (approx. 2 million pages) daily in 2021, enabling Rocket Mortgage's record \$351B closing volume. Designed and delivered AI, software and cloud engineering enablement programs to teach the next generation of software engineers at Microsoft and its global partners.

## WORK EXPERIENCE

### FLINTSTONE LLC

**Consultant & Software Engineering Lead** | 2022 - Present | Detroit, MI, Hybrid

- Advise client leadership and execs on technology strategy, vendor selection, and platform integration.
- Design and develop webapps, websites, webtools to meet customers needs and optimize processes.
- Build, manage and coach agile project teams to deliver client needs.

**Technology Stack:** Javascript, Typescript, python, React, Next JS, FastAPI, Flask, Azure, AWS, MongoDB, SQL, Git, Docker, APIs, WordPress

### MICROSOFT

**Global Software Engineering Instructor & Consultant** | 2022 - 2025 | Remote

- Designed and delivered work-simulated training in AI, cloud, and modern engineering practices, equipping engineers to execute in enterprise ambiguity and production constraints.
- Partnered with Azure, Defender, M365, and GitHub technical leaders/SMEs to align curriculum to internal standards, real tooling, and current engineering practices.
- Led global delivery across distributed cohorts and external partners including Jamaica National Bank, MC Systems, Chicago Public Schools, Chicago Bulls, Tek-Experts.
- Placed 100+ Microsoft hires across engineering, PM, and TPM roles.

### ROCKET CLOSE FKA AMROCK

**Software Engineering Team Leader - Core Platforms** | 2017 – 2022 | Detroit, MI, Hybrid, Remote

- Signature win: Delivered ML orchestration pipeline processing peak orders; organized 6 teams; cut delivery timeline in half; addressed architectural tech debt; enabled record 1.1M closings in 2021.
- Partnered with executive leadership and sister companies to align priorities, deliver and scale major products (e-closing, automation, new product offerings) across the Rocket Mortgage ecosystem.
- Led hiring and managed core products/platforms for up to 2 engineering teams (9 engineers total), overseeing essential services including escrow, audit, documents, payments, closings, and accounting scaled to support a 4x increase in daily mortgage transactions from up to ~3,500 to ~13,500.
- Turned around 3 teams: established stakeholder trust, remediated security major incident, and coached at-risk engineers from termination track to exceeding expectations in a single calendar year.
- Modernized core enterprise systems (monolith → distributed microservices, hybrid-cloud expansion, CI/CD) and built monitoring/alerting tooling to reduce time-to-detection, improve uptime, and shift from off-hours-only releases to continuous deployment pipelines.
- Led early ML initiative (2018): scraped 100K+ recording rejection letters, partnered with Data Science; used LightGBM and TensorFlow; guided interning engineers through development.

## ROCKET CLOSE FKA AMROCK

**Software Quality Engineer** | 2015 – 2017 | Detroit, MI, Hybrid, Remote

- Implemented test strategies to reduce regressions across complex mortgage workflows.
- Expanded UI/integration test coverage and tightened feedback loops to accelerate safe releases.
- Mentored new QAs and supported non-technical peers transitioning into software roles.

**Technology Stack:** .NET/C#, python, javascript, typescript, WPF, Azure, AWS, Docker, Kubernetes, Azure DevOps, SQL, RabbitMQ, Splunk, MongoDB, Python, Angular, APIs, XML, VisualCron

## INTERNATIONAL PREPARATORY ACADEMY

**Student Life Coordinator** | 2012 - 2015 | Detroit, MI

- Implemented SABIS Student Life, helping increase school's state ranking 16 percentage points
- Inaugurated US regional leadership training camp for SABIS middle school students and staff

## LEADERSHIP & COMMUNITY

### FIRST INDEPENDENCE BANK

**Next-Gen Advisory Board, Technology Committee** | 2025 – present | Detroit, MI, Hybrid

- Collaborate with bank leadership to define technology strategy.
- Converted advisory role into contract leading bank website redesign and development.

### BRADFORD ACADEMY

**Board of Directors, Vice Chair, treasurer** | 2016 – present | Southfield, MI

- Balance ~\$20M annual budget including \$30M+ bond restructure to improve financial position.
- Drove strategic planning initiative to create schools' first strategic plan.

### DEV YOU

**Instructor, Operator and Co-Founder** | 2018 - 2024 | Detroit, MI, Hybrid, Remote

- Designed and taught hands-on software/web development from fundamentals to full projects.
- Built curriculum and coaching systems to improve consistency, progression, and job readiness.

## SOFTWARE DEVELOPMENT SIDE PROJECTS

**The Pop Up App** - Digital platform connecting local artists, vendors, and venues

**Stocks Trader** - Automated stock trading tool that executes buy/sell orders in bulk

**Stock Market Analyzer** - Backend service that aggregates market data to identify potential trades

**Stock Query Builder** - AI agent that translates natural language queries into Yahoo finance API requests

**NextJS Component Generator** - Tool to generate NextJS, React components based on requirements

**Simple Online Survey** - Lightweight survey tool for creating, distributing, and collecting insights

**Time Tracker** - Productivity tool for logging time spent on tasks and projects

**Habit Tracker** - Tool for setting, tracking, and maintaining daily habits with visual progress indicators

**Series65 Flash Cards** - Study helper with digital flashcards covering Series 65 exam content

### LEADERSHIP & COMMUNITY (CONTINUED)

Math for Success, Math Instructor/Tutor/Supporter | 2019 - present

Rocket Mortgage TMRN United, Board of Directors | 2017 - 2021

Detroit Independent Freedom Schools, Member | 2017 - 2021

Fathers on the Block, Founding Committee | 2013 - 2014

Michigan College Foundation Millennial Board, V. Chair | 2010 - 2012

Kalamazoo College - Senior Leadership Award | 2012

Flint - Key to the City | 2008

### EDUCATION

Kalamazoo College - Mathematics | 2012

International Academy of Flint - Valedictorian | 2008

\*US and World Report Best High School-Bronze | 2008

### CERTIFICATIONS

AWS Cloud Practitioner | 2022

SAFe Scrum Master | 2018

Scrum Alliance - Certified Scrum Master | 2017