

# Marco Diaz

Senior Engineering Manager | Staff Engineer, DevEx | Mobile Payments and Enterprise AI Enablement

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## EXECUTIVE PROFILE

Technical engineering leader with 10+ years building software and 5+ years leading engineering teams across Walmart-scale mobile payments, platform reliability, and enterprise DevEx. Combines senior manager operating depth with hands-on architecture across Android, React Native, CI/CD, payments, internal tooling, and AI-assisted SDLC automation. Currently enabling safe AI adoption across OpenAI Codex, ChatGPT Enterprise, GitHub Copilot, Microsoft tooling, Atlassian Rovo, Jira, and GitHub workflows.

## 30-SECOND SIGNAL

<b>LEADERSHIP</b> <b>5+ years</b> Managed Walmart mobile/payments teams with peak scope of 10 FTE plus 15 contractors and broader org influence.	<b>ENGINEERING DEPTH</b> <b>10+ years</b> Android, React Native, backend integration, frontend, CI/CD, observability, and production operations.
<b>SCALE</b> <b>100M+ transactions</b> Payment systems and customer-facing mobile flows across Walmart Pay, One Pay, Pay Over Time, EBT, and wallet/tender experiences.	<b>AI / DEVEX</b> <b>30%+ productivity lift</b> Codex, Copilot, Rovo, Jira, GitHub, scorecards, workshops, and SDLC automation in a regulated enterprise.

## CURRENT FOCUS

- Designing AI-assisted SDLC workflows where developers start with Jira summaries, delegate work through Codex agents, create GitHub PRs, receive peer and AI review, manage deployment handoffs, and automatically update work items.
- Productizing Codex enablement through 101, 201, 301, and leaders workshops covering Plan Mode, MCPs, skills, automations, worktrees, sub-agents, permissions, SDK/headless usage, and rollout metrics.
- Operating enterprise AI tooling with an admin/governance lens: least privilege, approval prompts, auditability, adoption scorecards, Responsible AI framing, and reusable team guardrails.
- Continuing hands-on product ownership through Privada Reforma, a production residential operations platform across web, Expo/React Native, Supabase, QR access, offline queues, role-based workflows, and audit logs.

## PROFESSIONAL EXPERIENCE

### Staff Software Engineer - Developer Experience Center of Excellence

Thermo Fisher Scientific | Jan 2026 - Present | Remote

- Lead DevEx and enterprise AI enablement across Codex, ChatGPT Enterprise, GitHub Copilot, Microsoft tooling, Atlassian Rovo, Jira, GitHub, CI/CD, and IDE workflows.
- Built AI productivity scorecards connecting adoption, manual hours saved, confidence level, productivity lift, and operational risk instead of reporting licenses alone.
- Created reusable Codex workshop system spanning 101, 201, 301, and manager-focused sessions with decks, runbooks, prompts, workstreams, and rollout guidance.
- Validated ChatGPT/Rovo Jira workflows for create, search, update, summarize, notify, and escalate patterns under existing user permissions and approval gates.
- Enabled scientific partners to ship Codex + Python internal tools, reducing recurring manual work by an estimated 60-80 hours per batch.

### Senior Engineering Manager II - Payments

Walmart Global Tech | Sep 2022 - Jan 2026 | Sunnyvale, CA

- Led customer-critical mobile and backend payment programs across Walmart Pay, One Way to Pay, One Pay, Pay Over Time, EBT, Walmart Cash, Gift Cards, and EV Charging.
- Scaled and optimized team shape to peak scope of 10 FTE plus 15 contractors, improving productivity by roughly 35% while reducing contractor dependency.
- Owned delivery across product, risk, legal, mobile, backend, and architecture partners for fintech-adjacent payment and credit experiences.
- Strengthened release confidence through incident readiness, observability, quality gates, operating reviews, and explicit ownership models.

### Senior Engineering Manager - Mobile Payments

Walmart Global Tech | Mar 2021 - Sep 2022 | Sunnyvale, CA

- Owned mobile roadmap for Walmart Pay and One Pay surfaces including wallet, loyalty, gift cards, credit, rewards, authentication, and customer journeys.
- Delivered features across iOS, Android, React Native, and backend-integrated workflows at Walmart scale.
- Improved delivery velocity through architectural simplification, cross-team alignment, mobile observability, automated testing, and funnel analytics.

## Lead Mobile Engineer - Walmart Pay

Walmart Global Tech | Feb 2019 - Mar 2021 | Sunnyvale, CA

- Served as hands-on technical lead for high-performance mobile payment flows across Swift, Kotlin/Java, QR/NFC payments, fraud assessment, ID validation, and POS integrations.
- Helped reduce checkout friction and improve engagement through mobile payment architecture, experimentation, segmentation, and customer journey improvements.

## EARLIER ENGINEERING EXPERIENCE

### Android Engineer

Walmart Global Tech | Aug 2017 - Feb 2019 | Sunnyvale, CA

- Built core Payments, Pickup, and Check-in Android modules while improving scalability, performance, logging, monitoring, and automated regression coverage.

### Associate System Engineer

Hexaware Technologies | Mar 2017 - Aug 2017 | Saltillo, Mexico

- Implemented monitoring, automation, deployment support, defect triage, and structured handoffs for enterprise client systems.

### Jr Android Engineer

G&G; Ingenieria e Innovacion Tecnologica | Nov 2013 - Aug 2016 | Queretaro, Mexico

- Built native Android applications, supported QA automation, delivered client-facing features, and developed foundational mobile engineering practices.

## SELECTED PROOF SYSTEMS

<b>SDLC AUTOMATION</b> <b>Jira -&gt; Codex -&gt; GitHub</b> Ticket briefs, agent delegation, PR creation, AI review support, deployment handoffs, and Jira updates.	<b>WORKSHOP PLATFORM</b> <b>101 / 201 / 301 / Leaders</b> Progressive Codex curriculum for beginners, power users, platform engineers, and managers.
<b>PRODUCTION PRODUCT</b> <b>Privada Reforma</b> Web + Expo/React Native + Supabase platform for residents, guards, admins, QR access, packages, and audit history.	<b>LEADERSHIP SCALE</b> <b>25+ engineer org influence</b> Managed mixed FTE/contractor delivery while coaching senior engineers, managers, and platform stakeholders.

## CORE SKILLS

<b>Leadership</b>	engineering management   operating cadence   coaching   incident readiness   cross-functional execution   team design
<b>AI / DevEx</b>	OpenAI Codex   ChatGPT Enterprise   GitHub Copilot   Atlassian Rovo   Jira automation   GitHub workflows   AI scorecards
<b>Mobile</b>	Android architecture   Kotlin   Jetpack Compose direction   Java   React Native   Expo   mobile reliability   device QA
<b>Payments</b>	wallet/tender orchestration   checkout   credit and installment migration   risk controls   legal alignment   observability
<b>Platform</b>	CI/CD   GitHub Actions   Jenkins   quality gates   release controls   golden paths   templates   automation
<b>Web / Backend</b>	TypeScript   Next.js   React   Node.js   Supabase   RLS workflows   API integration   Python automation

## EDUCATION

B.S. Information and Communication Technologies - Tecnologico de Monterrey, 2016

## BEST-FIT CONVERSATIONS

- Senior Engineering Manager for mobile, payments, platform, internal tools, or AI-enabled engineering teams.
- Staff Engineer / DevEx leader responsible for CI/CD reliability, onboarding, golden paths, AI adoption, or SDLC automation.
- AI enablement leader for organizations that need governed rollout, practical workshops, vendor partnership, and measurable productivity outcomes.