Tom Busillo

Jacksonville, FL · thomas.j.busillo@gmail.com
tombusillo.com · linkedin.com/in/thomas-busillo · github.com/tbusillo

EXPERIENCE

Deque Systems Remote — February 2022 – Present
Staff Full Stack Engineer

- Designed and built a SCIM 2.0 provisioning API (Users and Groups, filtering, pagination, discovery endpoints) compatible with Microsoft Entra ID, Okta, SailPoint, Ping, and other bespoke IAMs.
- Built Stripe billing features end to end, including Stripe Tax (automatic tax, tax and VAT IDs, invoice previews), price changes and multi-product purchases, and led the production move to a new Stripe account.
- Designed offline license keys (key-pair signing and verification, published as a shared package) and made the billing platform deployable on-prem and in private cloud: containerized services, RHEL 7 and 8 support, and the private-cloud onboarding runbook.
- Led the effort to let users belong to multiple organizations at once, from proposal to release across three services and a shared navigation library: organization switching, cross-organization invitations and access checks scoped to the active organization.
- Built identity and organization user management on Keycloak: self-service account settings, user creation from first-login events, federated identity sync, invitations, bulk user and subscription operations, and user activity tracking.
- Drove platform modernization: Node runtime upgrades, PostgreSQL 14 to 17, CircleCI to GitHub Actions with multi-arch Docker images on ECR, Yarn to pnpm, and JavaScript to TypeScript.
- Strengthened production security: moved secrets to AWS Secrets Manager, added release-gating security scans, built a security event log export pipeline (S3, KMS, IAM), fixed access-scoping issues and redacted secrets from logs.
- Shipped product features including a Jira integration, organization-level settings and in-product announcements.
- Contributed to the internal design system and shared component library.
- Reviewed 3,500+ pull requests, wrote design proposals for cross-team initiatives (SCIM, multiple organizations, Postgres encryption at rest, user activity), set the team's PR standards, and maintained onboarding and interview templates.

Technologies: TypeScript, React, Node.js, Express, Koa, PostgreSQL, Keycloak, Stripe, Docker, GitHub Actions, AWS.

TestPros, Inc. Sterling, VA — February 2019 – February 2022
Senior Full-Stack Software Engineer / Secure Systems Engineer

- Managed and delivered more than 60 cybersecurity, software engineering and regulatory compliance projects for commercial and federal customers of every size.
- Worked as a senior frontend engineer for a Silicon Valley technology unicorn on a complex single-page application, collaborating with executives, product managers and designers (Ember.js, Tailwind, Sass, Ruby on Rails).
- Oversaw or personally wrote more than 100 Voluntary Product Accessibility Templates / Accessibility Conformance Reports, with remediation guidance for the issues found.
- Built an automated accessibility testing SaaS that combined and deduplicated results from several scanners to increase coverage (React, Node, PostgreSQL).
- Led information system security control assessments, including FISMA/FedRAMP authorization packages, SSPs, POA&Ms, SARs and system hardening (CIS, STIGs).
- Led the company to CMMI Level 3 (SVC), ISO 9001, ISO 20000-1 and ISO 27001 certifications, and its NIST SP 800-171 and CMMC Level 3 compliance work.

Independent Consultant Ashburn, VA — October 2018 – February 2019
Senior Full Stack Engineer

- Contract work for commercial customers: WCAG 2.0/2.1 assessments and remediation, full stack development and IT project management.

Department of Homeland Security Washington, D.C. February 2013 – September 2018

Full Stack Engineer / Intelligence Operations Specialist (GS-13 / 0132)

- Senior program and operations manager for an operational division of 110+ intelligence professionals; selected as Vice Chairman of a high-visibility departmental oversight body.
- Designed, built, tested and deployed a single-page application for a mission-critical operational organization (JavaScript, jQuery, Handlebars, Bootstrap).
- Wrote 200+ pages of policies and procedures, a 20+ page technical specification, and a whitepaper that secured additional departmental resources.
- Ran dozens of requirements gathering and usability and acceptance testing sessions with non-technical product owners.

AMO, Inc. Dallas, TX May 2012 – December 2012

Operations Supervisor

- Supervised a sales team of up to 15, including hiring, training, quality control and compliance with service level agreements and regulations.

United States Marine Corps Kaneohe Bay, HI March 2007 – April 2012

Signals Intelligence and Electronic Warfare Operator

- Supervised ten or more Marines on multiple combat deployments supporting conventional and special operations units.
- Operated specialized telecommunication systems and digital receivers to collect, process and disseminate sensitive information.
- Led more than 50 periods of instruction for over 100 junior to mid-career Marines on wireless and wired telecommunications.

SIDE PROJECTS

Independent apps built outside my full-time role; both in development.

- **Seaglass** (seaglassdays.app): a private sober day counter for iOS and Android. No account and no server; data stays on the device and backs up to the user's own iCloud or Google Drive (Expo, React Native, TypeScript).
- **Back & Forth** (backandforth.app): a shared journal for parents and kids who live apart, on the web and iOS, with realtime and push notifications and every request authorized by the backend (React, Expo, Express, Supabase, PostgreSQL).

TECHNICAL SKILLS

Software engineering: TypeScript, JavaScript, React, React Native / Expo, Node.js, Express, Koa, PostgreSQL, MySQL, REST APIs, SCIM 2.0, Keycloak, Stripe, Supabase, Docker, GitHub Actions, AWS (ECS, EC2, Lambda, Route 53, ECR, S3, KMS, IAM, Secrets Manager), Astro, Tailwind CSS, Ember, Ruby on Rails, Git.

AI-assisted development: Claude Code, GitHub Copilot.

Accessibility: WCAG 2.x, Section 508, ADA Title III, EN 301 549, AODA, DHS Trusted Tester, VPATs / ACRs, WAI-ARIA, axe, pa11y, NVDA, WAVE.

Cybersecurity: FedRAMP, Risk Management Framework, CMMC, NIST SP 800-171 and 800-53, SSPs, POA&Ms, SARs, risk assessments, zero trust architecture, system hardening (STIGs, CIS), configuration management, incident response, penetration testing, vulnerability scanning.

AWARDS AND RECOGNITION

- Personal Award from the Secretary of Homeland Security for Innovation (2016)
- Letter of Appreciation, National Intelligence Manager for Western Hemisphere (ODNI, 2017)
- 4 Exceptional Performance Awards, including 2 quality step increases (DHS, 2013–2018)
- Letters of Appreciation: DHS (2014, 2015), Department of the Army (2011), U.S. Marine Corps ×2 (2007–2010)
- Presidential Unit Citation, Navy Unit Citation, and Navy and Marine Corps Achievement Medal (2010)

EDUCATION

Georgetown University Washington, D.C., Liberal Studies coursework (B.A., incomplete) August 2014 – April 2017