Edison Mooers

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Professional Summary

Engineering leader with nearly three decades of experience building high-performing teams, shipping regulated software, and turning around difficult organizations. Currently serving as Head of Software Engineering at Mettler Toledo AutoChem, leading the US Software Center responsible for full-lifecycle development of enterprise software spanning firmware, instrument control, and analytical data platforms that support lab-to-plant workflows in pharmaceutical, biotechnology, and chemical synthesis research worldwide. Track record spans startups, a Fortune 10 pharmaceutical distribution company, a Fortune 500 global medical device manufacturer, and a business unit of a $4B precision instrument company. The pattern is consistent: walk into a difficult situation, earn trust, build the team, ship the product.

Key Accomplishments

- Delivered the first machine learning model integrated into a Mettler Toledo regulated product, breaking new ground on AI adoption in a pharmaceutical and biotech research platform where validation and compliance requirements make this uniquely difficult.
- Signed the company's first international customer at NextLOGiK, the largest medical accreditation body in Australia, personally driving the process from sale through contract execution across jurisdictions.
- Navigated a three-day FDA audit at BD (Becton Dickinson) with zero findings, a rigorous examination of software engineering practices, documentation, and compliance processes.
- Intervened in a high-stakes go/no-go release call at AmerisourceBergen, identifying that premature deployment would corrupt production data. Halted the release, completed the work correctly, and protected the integrity of both systems.
- Achieved 0% technical staff turnover at Clinical Care Options, the lowest in company history, compared to 25% turnover in the prior two years.

Areas of Expertise

Engineering Leadership • Global Distributed Team Leadership • Legacy Platform Modernization • Regulated Software & Compliance • Software Validation • Team Building & Retention • AI/ML Integration & Orchestration Cross-Functional Collaboration • Solutions Architecture • Agile/Scrum SDLC • FDA/GxP Environments • Cybersecurity • Enterprise Software Development • Budget & Resource Management • International Operations • Strategic Planning

Technical Skills

Languages: C#, Python, Java, TypeScript, COBOL, Visual Basic, C++, Delphi
Technologies: MVC, Entity Framework, RESTful Services, IoT/Microservices, ASP.NET, Angular
Cloud & Data: Microsoft Azure, AWS, SQL Server, PostgreSQL, Oracle, DocumentDB, ETL, PowerBI
Tools: Jira, Azure DevOps, Git, Microsoft TFS, Office 365
Other: Machine Learning, AI Orchestration, GitHub Copilot, Cybersecurity, Agile/Scrum

Professional Experience

Mettler Toledo AutoChem   07/2024 – Present
Business unit of Mettler Toledo ($4B precision instrument company); full-stack development of precision instruments spanning hardware, firmware, instrument control software, and analytical data platforms supporting lab-to-plant workflows in pharmaceutical, biotechnology, and chemical synthesis research worldwide

Head of Software Engineering 05/2025 – Present

- Lead the AutoChem Software Center (US), a cross-functional team of approximately 20 engineers and developers, with extended oversight of a 10-person testing team at the IMSG facility in India, responsible for full-lifecycle development of enterprise software spanning firmware, instrument control, and analytical data platforms used in pharmaceutical, biotechnology, and chemical synthesis research worldwide.
- Member of the Global R&D Leadership Team, coordinating strategy across US and Swiss engineering organizations and partnering with Product Management on roadmap prioritization and architectural tradeoffs across the iC Suite product line. Drove a significant turnaround in US–Swiss R&D collaboration, reflected in consistent positive feedback from Product Managers across both organizations.

- Carried dual responsibilities as Head of Software Engineering and Software Development Manager simultaneously throughout 2025 while the latter role remained unfilled, delivering on all major project commitments across multiple concurrent product lines without missing a milestone.
- Delivered the first machine learning model integrated into iC Vision, Mettler Toledo's regulated particle imaging platform used in pharmaceutical and biotech research worldwide, navigating the validation and compliance requirements that make AI adoption uniquely challenging in regulated environments.
- Rebuilt the iC Suite development process with agile practices: introduced daily stand-ups, reduced sprint length, increased testing velocity, and improved cross-functional alignment with Requirements Engineering.
- Rebuilt the technical leadership bench following an extended period of organizational instability, directly hiring a Principal Systems Architect, Senior Systems Engineer, and Senior Software Engineer, and contributing to hardware-side hiring including Embedded Systems Engineering roles.
- Oversaw the rollout of GitHub Copilot across the engineering team, driving adoption of AI-assisted development tooling to improve developer productivity and accelerate delivery.

Interim Head of Software Engineering
12/2024 – 05/2025
- When Software Center leadership was restructured simultaneously in both the US and Swiss offices, immediately offered support before being asked. Appointed interim leader of the US Software Center that day and began stabilizing the organization within hours.
- Dismantled counterproductive legacy policies, including mandatory weekly individual status reports, replacing them with trust-based management practices and increased schedule flexibility.
- Conducted skip-level 1:1s across the department to understand team dynamics, surface concerns, and build direct relationships throughout the organization.
- Competed for the permanent Head of Engineering role through the standard interview process, including a panel presentation of a full departmental strategy, and was selected.

Software Development Manager
07/2024 – 05/2025
- Took full ownership of software project management for the iC Vision 8.2 release and assumed additional responsibility for iC Vision 8.1 SP following a team departure; both product managers praised the improvement in project pace, meeting efficiency, and decision velocity.
- Drove a measurable improvement in cross-functional delivery velocity within the first six months, eliminating chronic deadline misses across the iC Vision product line and earning documented positive feedback from Product Managers, Functional Leaders, and HR.

NextLOGiK — Columbia, MD
12/2016 – 12/2022
Cloud-based accreditation and compliance management SaaS platform

Chief Operating Officer
09/2019 – 12/2022
- Appointed COO by the Board of Directors following an unexpected leadership transition, reporting directly to the board with no CEO in place. Stepped into the role after proactively stabilizing customer relationships and managing internal operations during the transition.
- Led the company through COVID-19 with zero layoffs; transitioned the entire organization to fully remote operations, drove a measurable increase in productivity, maintained customer commitments, and grew revenue throughout the pandemic.
- Maintained strategic oversight of the Kiwitech offshore partnership through the Software Development Manager, ensuring delivery alignment, vendor accountability, and quality standards as the engagement scaled alongside company growth.
- Signed the company's first-ever international customer, the largest medical accreditation body in Australia, personally driving the entire process from sale through contract execution. Negotiated with legal teams across jurisdictions, navigated international treaty-based contract law, addressed Australian data privacy and data residency requirements, and built the operational framework to support an international customer from scratch.
- Grew ARR by nearly 30% on existing contracts through expanded professional services and value-add initiatives.
- Reduced payroll costs by 17% through strategic restructuring of team responsibilities without compromising delivery.
- Reported directly to the Board of Directors, managing all operational, financial, and strategic functions of the business, including a total operating budget of approximately $4M.

Chief Technology Officer
12/2016 – 09/2019
- Joined as a senior software engineer; stepped into Technical Director role organically when predecessor departed, then appointed the company's inaugural CTO within three months.
- Led strategic migration from Aurelia to Angular, bifurcating the administration and end-user sides of the product to preserve existing work and avoid a full rewrite. The approach saved significant time and de-risked the transition.

- Directly managed an offshore development partnership with Kiwitech, scaling the team from 3 to 20 engineers to meet delivery demand; responsible for technical direction, sprint planning, capacity decisions, and quality outcomes across a distributed US–India engagement.
- Drove retention from 60% to 90%+ by eliminating communication gaps and building a high-trust team culture.
- Doubled team output as measured by feature completion per sprint through process improvement and direct technical leadership.

Becton Dickinson (BD) — Reston, VA   05/2016 – 12/2016
$20B global medical device manufacturer; Fortune 500
Software Engineering Manager
- Led a globally distributed engineering organization of 14 software engineers across the Reston, VA office and a development team in Chandigarh, India, delivering mobile and web services across native iOS, Android, and Xamarin platforms.
- Directed a portfolio of 24 independent projects across Project Managers and Product Owners.
- Navigated a three-day FDA audit with zero findings, a rigorous examination of software engineering practices, documentation, and compliance processes in a regulated medical device environment.
- Served as Security Champion for the satellite office, leading all secure coding inspections.
- Architected a new mobile platform on Microsoft IoT Azure with microservices, leveraging DocumentDB, Xamarin, and Azure Bot Service.
- Oversaw implementation of Lean/Agile process and established standards for code reviews, static code analysis, unit testing, design reviews, and design swarms.

AmerisourceBergen, Lash Group — Rockville, MD   07/2015 – 05/2016
Patient care technology provider; Fortune 10 pharmaceutical distribution company
Application Developer IV *(Lead Integration Engineer – Contract-to-Hire)*
- Hired into a contract-to-hire position and brought on full time to design and lead development of a critical integration between AmerisourceBergen and Novartis: a RESTful web services bridge for secure enterprise data exchange, built from scratch with no access to production servers.
- Architected and led development of the full integration stack using C# (.NET 4.5), MVC 5, Web API 2.2, and Entity Framework 6.2, including a responsive middleware UI built on Knockout, Bootstrap, and jQuery.
- Intervened in a high-stakes go/no-go release call with senior stakeholders, identifying that premature deployment would corrupt production data. Halted the release, completed the work correctly, and protected the integrity of both systems.
- Solved complex certificate authentication challenges in a restricted environment where production access was prohibited, delivering a solution that worked correctly the first time in production.

Clinical Care Options — Reston, VA   09/2012 – 05/2014
Medical education (CME), technology, and medical publishing company
Engineering Manager
- Led a blended team of nine software engineers and three QA engineers with full accountability for both development and quality.
- Introduced Agile Scrum methodology to teams previously operating without defined processes.
- Achieved 0% technical staff turnover, the lowest in company history, compared to 25% turnover in the two years prior.
- Delivered a mission-critical SharePoint 2007 to 2010 upgrade with zero disruption to business operations.

X3O Emerging Technologies — Rockville, MD   03/2012 – 09/2012
Managed services provider supporting more than 250 business customers
Vice President, Technical Solutions
- Improved SLA attainment by 20% through new policies, procedures, and operational discipline.
- Increased technician utilization by 23% by restructuring workflows and establishing clearer accountability.

Early Career

Prior roles include Lead Application Developer at Autoscribe Corporation (designed web portal authentication architecture that has withstood annual audits and penetration testing for more than two decades without a breach), Senior Manager at Prometric, Founder/CEO of Elucidated Technology, Senior SharePoint Developer at McDermott Will & Emery, Managing Director at Portal Solutions, Director of Web Development at Medical Funding Services, Director of Software Development at ACCESS Litigation Support, Senior Consultant at RDA Corporation, and developer roles at Vocus, MicroEdge, FM Labs, and Geac Computer Systems (1998–2010). These engagements built deep expertise in enterprise .NET development, SQL Server data architecture, payment processing infrastructure, and SharePoint implementations across financial services, legal, healthcare, and technology sectors.

Military Experience

United States Army — Fort Bragg, NC   07/1990 – 03/1997
82nd Airborne Division (82nd Signal Battalion), 35th Signal Brigade, 50th Signal Battalion
Sergeant
- Combat veteran of Operation Desert Storm, 82nd Airborne Division; deployed as a 31C Single Channel Radio Operator, later requalified as a 31R Multi-Channel Transmissions Systems Operator/Maintainer. Enlisted at 17 and among the youngest — possibly the youngest overall — to serve in the conflict.
- Completed Airborne and Air Assault training; certified Combat Lifesaver; managed over $4 million in communications equipment; led a team of 30 soldiers.
- Served as Brigade Tasking NCO at 35th Signal Brigade Headquarters — the XVIII Airborne Corps' primary signal unit — overseeing a post support cycle recognized by General Henry Shelton as among the most successful in years.
- Assigned to 50th Signal Battalion S-3 as Schools NCO; developed an innovative standby slot strategy that put dozens of soldiers through Combat Lifesaver training without allocated slots, earning a battalion-wide reputation for resourcefulness.
- Recipient of two Army Commendation Medals; recognized by Utah Governor Norman Bangerter following Desert Storm service.

Speaking Engagements

AASHTO re:source Technical Exchange Conference   2021 – 2022
- Presented "Data Security and ISO 17025" at the 2022 conference in Minneapolis, MN and virtually in 2021, covering critical requirements from ISO/IEC 17025 and ASTM E329, data integrity best practices, cybersecurity compliance, and strategic approaches for enhanced security.

Education & Certifications

Master of Information Technology, Internet Security — American InterContinental University
Bachelor of Information Technology, Summa Cum Laude — American InterContinental University
Microsoft Certified Application Developer (MCAD) • Microsoft Certified Technology Specialist (MCTS) • Certified Service Delivery Professional, SPC International • Applied Machine Learning Certificate, LinkedIn Learning (2025) • Executive Leadership Certificate, LinkedIn Learning (2021)