

Clifford Anderson

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Mission-Driven Technology Leadership

Fractional CTO | Head of Engineering | Technology Strategy Advisor

Technology leader with **25+** years leading teams and platforms across mission-driven organizations, higher education, healthcare and medical publishing, and Fortune 500 environments. Maintains hands-on practice in agentic AI workflows and spec-driven development. Active in the responsible-technology community including All Tech Is Human. Speaker at Venture Café / Cambridge Innovation Center.

CORE COMPETENCIES

- Multi-Year Technology Strategy & Roadmap • Engineering Org Design
- E-Learning & Digital Education Platform Strategy • AI Governance & Responsible Deployment
- Build/Buy Evaluation & Platform Selection • Vendor Contract & Budget Negotiation
- Technical Hiring & Mentoring • Technology Governance & Executive Reporting
- Accessibility & Regulatory Compliance • Executive & Non-Technical Stakeholder Translation

PROFESSIONAL EXPERIENCE

CLIFFORD ANDERSON CONSULTING — Founder & Principal | Cambridge, MA | 2010 – Present

Fractional technology leadership, executive advisory, strategy, governance, and modernization for mission-driven organizations, boards, and policy teams.

Client work has included **Massachusetts Medical Society/New England Journal of Medicine, Harvard University Graduate School of Design, and Columbia College Chicago.**

- Specified redesigns for **5** accreditation-critical workflows on existing enterprise platforms, maintaining ACCME compliance. Findings fed the client's multi-year modernization roadmap.
- Analyzed e-commerce requirements vs. vendor platform capabilities for migrating paid offerings from a legacy system — opening a new potential solution with **~18** months faster time-to-market.
- Conducted vendor evaluation, application design, architecture, and rollout of an enterprise search platform serving a graduate school of design's internal users and external consumers via API.
- Advised a global leader in medical research and education on how to streamline, automate, and centralize their publishing workflows. Mapped **9** educational programs to create the first single view of their overall processes, platforms, and content life-cycles spanning **3** business divisions.
- Assessed alternatives for integrating a new, adaptive-learning application — clarifying key considerations, gaps, and vendor solution trade-offs. Defined the MVP for an in-house approach.
- Evaluated an enterprise learning platform for an arts and media college: covering business suitability, target-audience fit, and opportunities to improve engagement outcomes.

DEPT® / ROCKET INSIGHTS | Boston, MA | February 2019 – October 2022

Principal Software Engineer

- Secured 5x repeat contract engagements through high-quality project execution and innovation, contributing to the agency's recognition as 2022 **Webby "Network of the Year"**.
- Mentored dozens of engineers on software design, maintenance, and performance optimization (remote agency and client teams at **Indigo Agriculture, Drizly/Uber Eats, Procare Solutions**).
- Conducted competitive analyses for platform and vendor recommendations (client and internal).
- Delivered mission-critical systems handling **US\$ billions** in transactions while reducing costs.
- Eliminated payment delay at **>140** retail sites via on-demand system to issue prepaid VISA cards.
- Oversaw legacy platform modernizations and managed complex releases with zero downtime.
- Ensured platform integrity, security, and privacy while building enterprise cloud B2B, consumer-facing, and internal apps using agile/lean methodologies in cross-functional team settings.

BERKLEE ONLINE / BERKLEE COLLEGE OF MUSIC | Boston, MA | June 2002 – January 2015

Principal Technology Strategist	March 2014 – January 2015
Director of Online Learning Technology	June 2012 – March 2014
Assistant Director of Content Technology	April 2011 – June 2012
Software Engineering Manager	July 2006 – April 2011
Senior Software Engineer	June 2003 – July 2006
Senior Web Developer	June 2002 – June 2003

- Helped grow Berklee Online from pre-launch to becoming the world's premier online music school, leading core technology across student experience, instructor tools, and **20+** back-office systems.
- Led tech strategy/build-out of Berklee's online learning platform, which generated **>\$15M** annually and won **8** consecutive **UPCEA Best Online Course** awards during my tenure.
- Collaborated with C-suite on engineering governance and multi-year/cross-institution roadmaps.
- Interviewed **15+** engineering hires and contractors; project-managed and mentored teams of **12+**.
- Negotiated multi-year vendor contracts and hardware costs, saving over **\$100K** in expenses.
- Led cross-functional teams through multi-year transitions from monolith app to service-oriented architecture, sustaining **>99.9%** uptime across dozens of application and database servers.
- Oversaw W3C accessibility compliance across **>140** online courses, advancing student inclusivity.
- Architected a feature-rich course authoring and publishing system (presented at **DevLearn**), empowering an 8-person instructional design team to develop/maintain dozens of courses at once.
- Architected and automated e-commerce engine for accounting, reporting, and affiliate rev-sharing. Developed a rule-based AI fraud detection system, eliminating **\$10Ks** in financial losses.
- Created pipeline to deploy courses to Berklee City Music, reaching underserved communities. Built student academic progress monitoring tools to maximize retention in multi-year programs.

DIGITAS / STRATEGIC INTERACTIVE GROUP | Boston, MA | September 1997 – March 2002

Programmer Analyst → Sr. Technology Analyst → Sr. Programmer Analyst → Sr. Software Engineer

- Developed pioneering digital initiatives for major clients. Served as lead contributor on **the NBA's** website relaunch. Led front-end dev for **AT&T's** first e-commerce platform for mobile phones/plans.
- Led dev team and collaborated with external tech partners for **Diet Coke**, driving customer loyalty via individual purchase data integrated from national supermarket POS systems.
- Streamlined process for **L.L.Bean's** first-generation online catalog, cutting dev time by **>50%**.
- Conducted agency-wide technology learning sessions. Mentored dozens of developers.
- Contributed to projects for **IBM, American Express, FedEx, Aetna, and Harcourt Publishing.**

SKILLS

Leadership & Operational:

- Technology Governance Policy: Change Management, Testing, Auditing & Deployment
- Trust & Safety • Privacy & Compliance Monitoring • Requirements Definition & Documentation
- Agile and Lean Delivery • Public Speaking, Presentation & Facilitation

Technical:

- System Design for High Availability & Scalability • Service-Oriented Architecture & Microservice APIs
- Application Design • Legacy System Migration and Modernization • Third-Party Platform Integration
- Agentic AI and Spec-Driven Development • Data Modeling • Database Administration and Optimization
- DevOps, Infrastructure as Code & CI/CD • Platform Integrity and Security • Backup & Recovery Planning
- E-Commerce, Fintech & Accounting Systems • LMS, CRM & Content Management Systems

Tools & Platforms:

Languages & Frameworks: TypeScript, Python, Ruby on Rails, PHP, Java, C#

Cloud & Data: AWS (EC2, S3, CloudFront), Vercel, Heroku, PostgreSQL, MySQL, Snowflake

DevOps & Observability: Docker, Kubernetes, Jenkins, CircleCI, New Relic, Datadog

Integrations: Salesforce, Stripe, Algolia, Informatica, Moodle

AI: Claude Code (agentic, spec-driven development)

EDUCATION & PROFESSIONAL DEVELOPMENT

AI Safety & Governance Training:

- *AGI Strategy and Future of AI* (BlueDot Impact, 2025)
- *Introduction to Responsible AI* (BABL AI, 2025)

Leadership & Career Development:

- High Impact Professionals Career Impact Track (2026)
- Situational Leadership training (2006)

Undergraduate Coursework:

- Computer Science (Electronic University Network)
- Communications (UMass Amherst) • Liberal Arts (Hampshire College)