



YOUR TECH SHOULDN'T BE A BLACK BOX

Fractional CTO leadership for founders who have outgrown the scrappy phase and need a thinking partner - not just another developer.

15+ years in tech leadership | Scaled 90+ person engineering orgs | M&A veteran | SaaS · DevOps · Cloud

YOU'RE CALLING ME WHEN...

You're hiring blind.

You need someone to run technical interviews and call out the "demo magic" before you sign a \$200k contract.

You're flying blind.

You have a team, but you can't tell if they're building the right things or just staying busy.

You're the bottleneck.

Every technical decision ends up on your desk because there's no system, and no one else, to handle it.

The duct tape is failing.

Your tools, team, and processes got you here. They're now the reason you're slowing down.

WHAT I DO

THE TRANSLATOR

Convert your business goals into a flexible technical roadmap. No more black-box engineering — you'll know exactly what's being built, why, and what it costs to change course.

THE BODYGUARD

Vet your vendors and hires before they become expensive mistakes. Spot false progress and hold your team to delivery standards you can actually see.

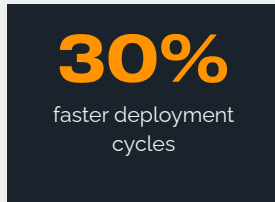
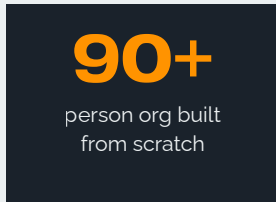
THE ADULT IN THE ROOM

Replace constant firefighting with durable systems and calm, repeatable delivery — so your team ships consistently without you in the critical path.

THE AMBASSADOR

Act as the technical face of your company in board meetings, investor conversations, and high-stakes vendor negotiations. The authority you need in rooms you can't always be in.

PROOF IT WORKS



CAREER HIGHLIGHTS

2024-Now

Founder & Fractional CTO — //TREVORFRY.TECH

Embedded with 1-2 clients at a time across three engagement types: rescuing failed software builds, fixing offshore team dysfunction, and providing strategic CTO coverage above strong technical leads. Stays hands-on across the stack - personally building and shipping in Next.js, React, C#, and SQL.

2022-2024

Director of Technology — Shift Lab

Cut deployment times 30%, reduced infrastructure costs 20%. Kept a 17-person team shipping through a 30% organizational downsizing.

2016-2022

Director of Software Engineering — Dassault Systèmes (DelmiaWorks)

Built a greenfield R&D unit from 2 people to 25 in under a year — low attrition, modern product, measurably stronger client satisfaction. Results were strong enough that leadership dissolved the legacy R&D team and consolidated it under my leadership. Spent the next several years converting a command-and-control engineering culture to a bottoms-up Agile model, then protected that culture through acquisition by Dassault Systèmes.

2014-2016

Technical Lead & ScrumMaster — MINDBODY

Led multiple Agile teams and full-stack engineering for a high-growth wellness SaaS platform.

2008-2014

Software Engineer / EDI Developer — IQMS

Built core data exchange systems in PL/SQL and C#. Automated Oracle data processing for a manufacturing ERP platform.

WHO THIS IS FOR

GOOD FIT

You have real revenue, real customers, and the self-awareness to know your technical operation needs to grow up. You want a strategic partner who tells you the truth.

NOT A FIT

You need a developer to take tickets, or your organization runs on unmanaged urgency and you're not ready to change that yet.

WHAT LEADERS SAY

“

Trevor combines depth of knowledge with depth of character. He's able to talk shop with technical teams and then explain complex topics to non-technical folks.

-ANDREW C.

“

Trevor has a knack for spotting problems early and tackling them head-on. His proactive approach kept our projects moving smoothly and gave the team confidence that any issue would be handled effectively.

-ALEXANDRA P.

“

Trevor's ability to manage complex projects while staying focused on client needs is exceptional. His collaborative approach ensures that every project is seamless, and his leadership fosters high-performing teams.

-JESSICA L.

“

Trevor has an exceptional way of balancing the technical demands of a project with the personal side of leadership. His calm, steady presence helps keep teams motivated, even in high-pressure situations.

-ALEX T.

CERTIFICATIONS

Prosci Certified Change Practitioner

Predictive Index Practitioner

Certified ScrumMaster®

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The best time to call was six months ago.

The second best time is now.