

Michael Theis

7922 Black Willow Dr.
Columbus, OH 43004

me@MikeTheis.com

<https://www.linkedin.com/in/mtheis>

VISION

Hands-on technology leader with 25+ years of experience and 16 years of leadership across Energy & Utilities, Healthcare, Communications, Financial Services, Transportation, and Retail industries. Experienced in leading large-scale teams, complex initiatives, and enterprise operations while driving cost optimization, technology modernization, and innovative solutions that deliver measurable business value.

Passionate about building high-performing teams, continuously advancing technology capabilities, and creating environments where people collaborate, adapt, and succeed. Committed to lifelong learning, operational excellence, and delivering strategic outcomes that move organizations forward.

Onward and Upward!

SKILL SET SUMMARY

-Enterprise Infrastructure - Requirements Gather, Threat/Risk Assessment, Design, Test, Build, Maintain, Cross Train and Hand Off of small to very large multi data center/cloud environments in the 23,000+ instance range. Includes entire data center builds, NOCs, NAPs, Mobile/Temp data centers, single and multi tenant. (23yrs)

-Enterprise Security - Data, Network, Edge, Endpoint, Application, IAM, Physical. Familiar with practices such as Defense In Depth, Zero Trust and AI assisted security. (19 yrs)

-Core Routing/Switching/Hyper Converged Networking - Including but not limited to Cisco, Arista, VMWare NSX, HP, Foundry, Juniper, Lucent, Nortel and Extreme Networks (26 yrs)

-Virtualization - OpenStack, Apache Cloud Stack, Open Nebula, Proxmox, Vmware, Nutanix (18 yrs)

-Cloud Engineer/Architecture (Public/Private) - AWS, GCP, Azure, OpenStack, Open Nebula (16 years)

-Automation Systems - Jenkins, GitLab, Ansible, Terraform, Azure DevOps (12 yrs)

-Storage Engineering Hardware/Software/Virtual - CEPH, ISCSI, NFS, LINBIT running on vendors such as IBM, EMC/Dell, HP, VMWare, NexentaStor (22 yrs)

-Server Hardware Expert - Including but not limited to IBM/Lenovo, Super Micro, HP, Dell, Cisco UCS, Intel and extensive custom builds (23yrs)

- Large scale IT Project Management / Agile Business Management** - (16 yrs)
- DR/Next Day Business Continuance/360 Analysis** - (14 yrs)
- Policy and Procedure** - Good working knowledge of NIST Cybersecurity Framework, SOC, HIPAA ,HITRUST, SOX, PCI DSS and other standards, practices and audit procedures (17 yrs)
- Enterprise Monitoring Setup/Management** - Including but not limited to Checkmk, PRTG, OpManager, Splunk, MOM, SCOM, Nagios, Cacti, Snort (20 yrs)
- AI Engineering and Architecture** - Engineered secure, on-premises AI platforms by designing and building the underlying data center infrastructure. Which reduces cloud costs, strengthens data security, and delivers greater operational flexibility and control – vLLM, LM Studio, Ollama, Open WebUI (7 yrs)
- Enterprise Messaging** - Including but not limited to Microsoft 365, Exchange, Google Workspace, Symantec, Barracuda (17 yrs)
- Web Server Administration** - Including but not limited to IIS, Apache, nginx, Websphere, BEA Weblogic (18 yrs)
- Linux** - Including but not limited to RHEL, CentOS, Fedora, SUSE, Ubuntu, Slackware (25 yrs)
- UNIX/AIX/HPUX** - (10 yrs)
- Windows Server** NT 3.5 through 2022 (23 yrs)
- Citrix** - Xen App\Desktop\Server, Access Gateway (5 yrs)
- Database Administration** - MSSQL, MySQL, MariaDB, Oracle, Progress (16yrs)
- CCNA/CCNP** - (12 yrs)
- MCSE** - (16 yrs)
- Load Balancer and Content Management** - F5, Cisco CSS, Netscaler, Foundry, Riverbed, PFSense (15yrs)
- Symantec Enterprise Vault** - (4yrs)
- Application Testing** - Including but not limited to LoadRunner/WinRunner (10yrs)
- General Programming/Scripting** – WSH, Powershell, Perl script, bash, ksh (25 yrs)
- Strong leadership, project management and communication skills** - (20 yrs)

EMPLOYMENT

Director of Infrastructure

Phoenix Retail (Express + Bonobos)

Columbus, Ohio

Nov 2025 - Aug 2026

Led seven infrastructure and technology organizations (Network, Database, Server/Virtualization/Cloud, DevSecOps, Automation/Batch, TSC Corporate & Store Support Desk, and Security) with multiple direct-report managers and an organization of approximately 38 full-time employees and contractors.

Managed an annual operating budget exceeding \$5 million while successfully delivering numerous strategic infrastructure and technology initiatives. Served as a trusted technology leader, partnering with nearly every department across the company to align infrastructure strategy with business objectives and ensure the successful execution of enterprise-wide projects, many of which depended on critical infrastructure components.

Transformed operational performance by optimizing team structure, processes, and accountability, reducing Priority 1 incidents from multiple occurrences each month to fewer than one per month. Led comprehensive contract audits, vendor consolidations, and negotiations that generated more than \$750,000 in savings within the first six months and ultimately reduced annual infrastructure spending by more than \$3 million.

Built a high-performing engineering culture by challenging teams to "focus on the right way" while ensuring they had the training, staffing, and resources necessary to succeed. Fostered collaboration, accountability, and continuous improvement, resulting in stronger employee engagement and higher operational excellence.

Researched, architected, and initiated a strategic modernization program to transition the organization's aging data center and virtualization platform from VMware to Apache CloudStack, reducing vendor dependency while creating a more scalable and cost-effective private cloud. Developed the architecture and migration strategy to move legacy workloads (Red Hat Enterprise Linux 6 and Oracle 10 environments) to modern infrastructure with minimal disruption. The initiative also established a true active-active data center design, improving resiliency, business continuity, and operational efficiency while creating a flexible foundation for future cloud-native technologies.

Spearheaded the modernization of the company's security ecosystem by consolidating endpoint, network, cloud, email, identity, and AI security into a unified platform using Palo Alto Cortex XSIAM, Prisma Access and Strata Cloud Manager. This initiative significantly improved visibility, accelerated incident response, and reduced annual operating security costs by more than \$1 million.

Championed the responsible adoption of artificial intelligence across the enterprise by partnering with security and business leaders to establish governance, evaluate business use cases, and securely enable more than 40 AI tools, helping the organization embrace innovation while maintaining strong security

and compliance standards.

Director of Infrastructure

IPForge

Columbus, Ohio

Dec 2018 – Nov 2025

Directed technology strategy, architecture, solution design, and delivery for a large portfolio of enterprise customers while maintaining responsibility for all in-house data center technologies. Successfully led more than 250 infrastructure and transformation projects from conception through implementation, with the majority delivered ahead of schedule, under budget, and generating more than \$4 million in cumulative customer savings.

Established a reputation for delivering simple, scalable, and cost-effective architectures by evaluating technologies on technical merit rather than vendor preference. Regularly challenged traditional enterprise designs with innovative solutions that reduced complexity and total cost of ownership while improving resiliency and operational efficiency. For example, replaced a proposed pair of high-cost IBM AIX systems supporting a PeopleSoft web tier with a horizontally scaled Linux and Apache architecture behind an open-source load balancer, delivering equivalent or better performance and high availability at approximately one-quarter of the projected cost.

Led cross-functional engineering teams through complex infrastructure initiatives while mentoring engineers, strengthening technical capabilities, and fostering a collaborative, high-performing culture. Designed and implemented multiple production-ready, multi-tenant OpenStack cloud environments built on CEPH storage, including architecture, capacity planning, ROI modeling, lifecycle management, and operational strategy.

Architected and led the migration of more than 500 VMware environments to OpenStack, leveraging container technologies such as Docker and LXC to improve resource utilization, increase deployment flexibility and significantly reduce infrastructure costs for customers.

Performed comprehensive threat and risk assessments spanning data center facilities, infrastructure architecture, hardware platforms, software stacks, and operational policies and procedures, helping organizations improve security, resilience, and regulatory compliance.

Possess deep expertise in AI infrastructure and high-performance computing, having designed and built physical platforms optimized for machine learning and large language model workloads. Experience includes architecting GPU-based systems capable of supporting models ranging from traditional machine learning workloads to large-scale LLMs such as Falcon 40B, with a focus on performance, scalability, and operational efficiency.

Lead Architect – Contractor**NiSource****Columbus, Ohio****Nov 2017 – Dec 2018**

I was hired to assist in the modernization of a 3000+ instance multi site data center infrastructure environment which was about 10 years behind the curve in technology. I was tasked to not only identify and recommended projects to modernize but help to architect and ensure their execution by the service providers. Some of the projects include Cloud Research and Assessment, AD/DNS standardization and redundancy, Complete storage overhaul and optimization, Created both VMWare and AIX standards and helped execute them into new environments, Company Common Tools overhaul and certification as well as a complete overhaul of all the policies and procedures the service providers used to manage data center operations.

Senior Lead Architect – Special Projects**Centurylink****Dublin, Ohio****Nov 2013 - Oct 2017**

Hired to join an 'A Team' composed of highly specialized engineers and architects to take on the impossible, mainly in the large scale complex IT projects and datacenter analysis/design/implementation space. Projects include but not limited to application discovery/architecting/migrations to cloud resources (AWS/Google/Azure), datacenter to datacenter discovery/architecting/migrations, deep dive risk assessments and IT process optimization. Details of some work include: Lead team to architect a Cisco and VMWare powered solution and then migrate Hallmark worldwide operations of 3 major retail systems (100+ million in world sales/day) from multiple datacenters to Centurylink data centers. Lead the team at the Library of Congress federal contract on a deep dive risk assessment analysis of all core systems (Tier 0 and Tier 1) as well as lead the team that helped to remediate the critical and high risk issues found. Lead the infrastructure team in charge of discovery, planning and migration of a major application migration with over 12 companion applications to AWS cloud for Cardinal Health. Lead architecture team which setup an ebonding layer between P&G, HP and Savvis which allowed all 3 ticketing systems to stay in sync and notified. Lead engineering team for a risk assessment and optimization of Teletech's 27 worldwide data centers including disaster recovery and next day business continuance planning. Lead team assigned to conduct a feasibility study for a large 1000+ server client to Azure, which also included building a multi country/region migration plan.

Director of Information Technology**Allen Wilson and Hughes****Columbus, Ohio****April 2007 – Nov 2013**

In charge of enterprise wide project plans including budgeting, staff management and hardware planning and re-purposing, software management/purchasing, enterprise wide security and testing and oversight of AWH corporate multi site network. In the past three years I have been able to guide this company to saving over \$300,000 due to good foresight and a long history in enterprise IT. Other duties include leading and participating in many projects to expand/upgrade/migrate environment such as but not limited to Exchange 2007 to 2010 migration, complete VMWare implementation, Sharepoint to full MOSS utilization/migration and datacenter implementation for hosting and disaster recovery site. Setup Exchange 2010 replication and disaster recovery site at datacenter as well as VMWare sandbox for developer application and testing.

Data Center Migration Specialist/Front End Web Engineer - Contractor

BMW Financial Services

Dublin, Ohio

May 2011 - Nov 2013

Started as a Sharepoint migration expert however within weeks was reassigned to help, based on my previous experience, with a large scale internal data center configuration and migration. Took lead role in moving major front end systems such as complex F5 load balanced IIS and WebLogic sites, Sharepoint instances and all the supporting databases and infrastructure that is required by said sites. Continued post migration to manage over 50+ customer facing sites for the entire eastern hemisphere (Canada, North/Central/South Americas) and their many applications and backend systems. Completed research phase of another internal data center move planned for 2014 and handed off for execution.

Data Center Migration Specialist/ Linux Administrator - Contractor

Franklin University

Columbus, Ohio

August 2010 - May 2011

Assisted in many areas of the Linux team during the migration to a new datacenter. Was charge of setting up new Red hat Satellite services including proxy for entire organization. Included migrating completely away from current RHN based management model and to the newer API under Redhat Satellite. Created scripts for API based automation, setup proper security utilizing the services in the DMZ and migrated all RHEL 5 servers to use the new service. I was also in charge of setting up a new hardened monitoring system utilizing Adventnet's OpManager, AppManager and NetFlow and migrate the existing databases over from the ailing over utilized server. I was also tasked with creating and testing a new HYLAFAFAX environment for university wide faxing and then supervised the rollout/cutover to it.

Senior IT Engineer - Contractor
Ohio Department of Health
Columbus, Ohio
Oct 2009 - August 2010

Planned, tested and completed a complex Symantec Enterprise Vault 8 rollout for the State of Ohio's Department of Health which I served as the project lead on. Duties are similar to my previous engagement however the complexity has grown significantly with the introduction of a DR site, EMC Centera hardware and a complex 2007 Exchange environment servicing multiple domains both internal and shared with state resources among other complexities. This environment is also directly connected to a live DR hot site which is up to the second replicated presenting a unique challenge which was overcome utilizing both Centera direct replication and EMC DMX synchronous replication. I also helped with daily tasks such as application rollouts and troubleshooting in their Netscaler load balanced IIS and Citrix Presentation Server 4 environment. During this contract I also helped to re-engineer a new 2007 MOSS environment separating its 6 server all in one vlan setup to the Microsoft proper 3 layer multi DMZ setup thus securing it for direct internet usage. I was also in charge of setting up a unique SSL multi tier secured/unsecured front end which allowed high speed public access while allowing SSL internet accessible private update capability.

Senior IT Engineer - Contractor
Mission Essentials
Columbus, Ohio
Oct 2009 - Nov 2009

Served as lead engineer in a short 3 week project for a large private defense contracting firm to design, implement and document a complete Symantec Enterprise Vault 8 rollout. Was in charge of entire project responsibility including but not limited to specing out current environment, curtailing environment to unique security measures, validating load capabilities of Exchange servers, SQL servers and SAN storage space, project planning, time analysis and tasks tracking, full software implementation of Vault and it's modules such as Discovery Accelerator as well as documenting install process and how to use the customized environment that was setup. Project was completed on time and documentation later used by Rightstaff as a template for future EVault installs.

Senior IT Engineer /Enterprise Messaging Engineer- Contractor
Cardinal Health
Columbus, Ohio
June 2009 - Sept 2009

Primary contract was working with the Cardinal Health on an array of migration tasks involving a 9500 account migration spinoff company. This includes a large amount of migrations/changes in the areas of Blackberry Enterprise servers, Active directory special attribute migration, public folder migration, RUS policy migration from 2000 to 2007, OCS/LSC migration/fixes and a number of other various tasks along these lines. Responsible for complex scripting to migrate and sort through over 35,000 accounts to properly determine company of origin to write RUS policies to auto determine the primary SMTP address. Involved in large project to also move 8000+ Live Communication Server users to Office Communicator 2007 utilizing complex multi load balanced and secured environment for a worldwide organization of over 60,000+ users. Finally I was directly responsible for resolving any issue with the Cisco CSS front end to the OCS environment.

Senior IT Engineer/ Enterprise Messaging Engineer - Contractor
Ohio Department of Education
Columbus, Ohio
April 2007 - June 2009

Worked with the Ohio Department of Education in a mass migration from Exchange 2003 on Win2K3 to Exchange 2007 on Win2K8 server. Project Manager on the migration which includes the upgrade of infrastructure in many other areas such as Symantec Netbackup 6.7, Symantec Enterprise Vault 7, BlackBerry Enterprise Server and Symantec Mail Appliance upgrade. I was directly responsible for all but the Symantec Netbackup upgrade however did assist in that as well. I also took large roles in other major projects such as VMWare physical to virtual conversion of over 300+ servers utilizing VMWare ESX 3.5 w/ HA and VMotion. Helped manage the Oracle 9i/11g and HP Superdome UNIX environments, responsible for patch management, risk assessments and daily tasks such as backup and user management. I was also a major part of an agency wide network security assessment, network infrastructure core upgrade and various other projects.

Senior IT Engineer - Contractor
Ohio Department of Health
Columbus, Ohio
April 2006 - April 2007

Working with the Ohio Department of Health and its other agencies within various areas they are in need. Some include but not limited to Citrix Presentation Server setup and management of older legacy applications, Complete Cisco VoIP rollout and migration, VMware virtualization proof of concept, Various aspects of IP gateway security, BIG IP application load balancing as well as Netscaler appliance and also helped in implementing new hardware into new lab offices. Took lead role in testing many IIS based applications utilizing LoadRunner as primary test tool. Also assisted in the further implementation and development of the Federal HIPAA standards and regulations into the infrastructure.

Chief Linux Admin/QAD ERP Admin
TSTech North America
Reynoldsburg, Ohio
Aug 2005 – April 2006

Primary jobs were to manage and maintain all corporate Redhat Linux servers across 9 manufacturing sites and 7 offices 24x7x365. This includes but is not limited to patches, security, maintenance, application support, hardware support to vendors and all other facets of administration. My main goal was to keep QAD/ERP running 24-7 with no less than 5 minute downtime per month. QAD/ERP was run with Veritas Cluster Services within the Veritas Foundation Suite, running Progress 9.1E as a clustered database. The front end consisted of Apache/Tomcat/Java/Catalina servers using Webspeed mainly for backend connectivity. All systems ran Red hat Enterprise 2.1 or 3 on Dell Enterprise class hardware. On the side I assisted in many projects including the SAN expansion. I helped plan, design and install using EMC hardware (CX500) with mainly QLogic HBAs. Other projects included Exchange 2000 to 2003 migration, QAD Desktop 2 migration and DR design and rollout for all critical systems. Other LINUX systems I was in charge of included multiple redundant Mailscanner servers (w/ bittdefender, ClamAV and Spamassassin using Sendmail) , multiple intermeshed monitoring servers (Nagios, Cacti, Snort, OpManager, ScanFi, etc..) and ticketing servers (RTTracker) spread corporate wide most synced real time and with DR counterparts on hot standby. Other applications I maintained were Streamserver, Promon and ADU from Bravepoint and various other assisting programs to QAD.

Infrastructure Lead
Bank One/JPMorgan/Chase,
Columbus, Ohio
January 2005 – Aug 2005

Primary jobs include maintaining and developing interfaces in and out of the Datascan DCS system, securing any interaction with Datascan and DBA functions to the Oracle 9i backend. I also assisted in the design and implementation of new hardware and software into this environment and lead the direction of the team for future updates/patches/releases. Design many types of interfaces including but not limited to, direct Oracle to Oracle gateway database interaction, mainframe jobs/interfaces, AIX/Enterprise Linux to Oracle and Windows interfaces, and flat file creation and manipulation, TSQL to PLSQL conversion, interaction and many other types of interfaces right down to batch scripting. Was on call 24/7 and assist in many aspects of the support chain of command right down to doing the work.

Senior IT Audit/ Infrastructure Lead - Contractor**Jefferson Wells/Erie Insurance****Erie, Pennsylvania****Aug 2004 – Dec 2004**

Primary job was to help conduct a full Sarbanes Oxley IT audit on Erie Insurance's IT group. My main focus was on the security aspect of the mainframe, AIX and database environments such as OS390 mainframe, Oracle 8i, 9i and 10g, DB2, ADABASE, MSSQL and also their AIX 5.3 systems. I was also in charge of reviewing and testing their Peoplesoft environment and making sure it was running according to IT audit's spec they had predefined. Created and conducted multiple audit types including pen testing, user auditing, segregation of duties, platform stability and many other aspects both in a out of IT audit. While on site I also participated in physical security testing and external data acquisition of the site (external wireless security of all types, physical security of premise and any type of EM coming from the building that could be intercepted).

Senior IT Engineer - Contractor**Progressive Insurance****Cleveland, Ohio****Dec 2003 – July 2004**

Primary job is to design, implement and support multiple aspects of Peoplesoft HRMS for a 26,000 employee company of progressive Casualty Insurance. This includes PeopleTools upgrades, maintenance and custom code implementation as well as supporting on a 24x7x365 basis. Also responsible for designing, installing and rolling out the first fully redundant load balanced version of Peoplesoft HRMS for Progressive using F5 Big IP concentrators and IBM P650's running AIX 5.2 with Apache and Websphere web/app boxes with a Oracle 8i/9i backend on P630's running AIX 5.2. Other projects include large EMR rollout that is fully HIPAA compliant, building a new Peoplesoft 8.44 environment to test and "play" with for future upgrades and writing PERL&PHP scripts to accurately track Peoplesoft web usage statistics and various other tasks. Also to lead role in utilizing load testing tools such as LoadRunner and WinRunner to extensively test many levels of HRMS system both think and web clients. Helped provision storage on the EMC disk, add it to the UNIX machines and maintain the storage through firmware upgrades and EMC platform changes.

Yes there is more, complete technical resume available upon request.