SEAN CLANCY

Chief Technology Officer

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SUMMARY

I build the engineering organization and the platform a company needs once it has outgrown both. I've spent 19 years in commercial real estate technology, most recently as CTO of Matthews Real Estate Investment Services, where I built the technology function from scratch and replaced the firm's Salesforce org with a platform of our own that now runs the business. I do my best work at companies with real revenue whose systems and engineering practices haven't kept up, like PE-backed platforms, growth-stage proptech, and real-assets operators. I don't need a green field, but I do need a mandate and a CEO who wants the change.

Core strengths: Technology strategy · Building engineering and product teams · Legacy platform replacement · AI enablement and governance · Budgets, contracts, and build-vs-buy · Security and data governance · Technology diligence

SELECTED RESULTS

- **Replaced Salesforce with Artemis, a CRM and workflow platform we built.** Every agent was on it within nine months. It retired seven figures a year in licensing and operating cost.
- **Built Matthews' technology function to 25+ people** across engineering, product, and IT, starting from almost nothing. Supported 28 offices, 18 of them opened while I was there.
- **Grew Berkadia's software delivery organization from 30 to 150** in the US and India while developer velocity rose 33% and commitment reliability rose 31%.
- **Got non-engineers shipping production software with AI.** Set up the SDLC and guardrails that let marketing, research, and underwriting build their own tools.

PROFESSIONAL EXPERIENCE

Matthews Real Estate Investment Services

Scottsdale, AZ

Chief Technology Officer

Jul 2021 – Sep 2026

National commercial real estate investment services firm; 900+ agents and employees across 28 offices.

Hired to overhaul IT and build an in-house product and engineering capability. Principal technology advisor to the CEO and executive team.

- Built engineering, product, and IT teams of 25+ to support 900+ agents and employees while the firm grew to 28 offices.
- Led design and delivery of Artemis, the firm's own CRM and workflow platform. A two-way streaming sync kept Artemis and Salesforce in step, so we could ship in sales-funnel order (prospecting first, closing last) and put working features in front of real agents without a big-bang cutover.
- Took Artemis from a March 2025 alpha with a handful of agents to general availability in Q3 and 100% agent adoption nine months in. Back office cut over in February 2026, finishing the move off Salesforce and retiring seven figures a year in licensing and operating cost.
- Wrote the SDLC and governance that let marketing, research, and underwriting teams build production tools with Claude Code, Lovable, and Superblocks without putting security or data at risk.
- Owned the technology budget and negotiated the firm's major technology contracts. Advised the CEO on platform strategy and build-vs-buy calls.
- Built the security and data governance program and ran technology diligence and compliance.

Berkadia

Phoenix, AZ

Director of Development Operations

Jan 2013 – Jul 2021

Commercial mortgage banking, servicing, and investment sales firm (Berkshire Hathaway / Jefferies). Joined through the Hendricks & Partners acquisition and worked up from software architect and team lead to director.

- Grew software delivery from 30 to 150 people across five offices in the US and India, and put in career leveling, service ownership, and shared standards so it held together at that size.

- Rebuilt the core of the company's $100M cloud-native platform entirely as infrastructure as code. Control-plane outages dropped to near zero, orchestration and data-service costs fell ~70%, manual toil fell 83%, and developer velocity rose 33%.
- Overhauled the network across 60+ offices in the US and India on a $500K budget. Outages fell 90%, and it carried 1,800 employees straight to fully remote work when COVID-19 hit.
- Brought in continuous integration, test automation, and security scanning across 80+ products, then worked with product teams to fix 5,500 high-risk vulnerabilities.
- Ran selection and negotiation for a cloud corporate finance system and implementation partner and got ~70% off list price.
- After Berkadia acquired Hendricks & Partners, integrated the two companies' systems and teams, connected the investment sales platform to Salesforce, and moved a waterfall PMO shop to agile delivery.

Hendricks & Partners
Phoenix, AZ

Lead Software Developer / Architect
Jun 2007 – Dec 2012

Multifamily investment sales firm; acquired by Berkadia in 2013.

- Led a small team that built a multi-channel marketing suite, getting investment sales advisors from prospect to pitch in hours instead of days and cutting design overhead 70%. Brought in source control, deployment pipelines, and Scrum.

St. Mary's College of Maryland
St. Mary's City, MD

Intranet Web Database Specialist / Web Administrator
Jun 2000 – Jun 2007

- Built the online admissions application and the student, faculty, and staff portals on top of the college's ERP. Started a student software-development internship program.

EDUCATION

MS, Computer Systems Management, University of Maryland University College
BA, Computer Science, St. Mary's College of Maryland