

Sydney Early

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Senior Technical Program Manager

Enterprise Program Delivery & Cross-Workstream Coordination

Summary

- **Technical Program Manager with 18+ years coordinating complex, enterprise-scale initiatives across engineering, product, security, and leadership.**
- Proven at stabilizing in-flight programs by establishing clear operating cadence, **cross-workstream visibility**, and predictable executive reporting.
- **Known for turning ambiguity into actionable plans**, surfacing risk early, and enabling teams to deliver reliably at scale.

Experience

Houghton Mifflin Harcourt (HMH)

2007 - 2025

Nearly 200-year-old global education and technology company, U.S. publisher of The Hobbit and The Lord of the Rings, home of Curious George, The Polar Express, and Carmen Sandiego.

Senior Software Engineer, Identity and Integrations (Technical Program Lead)

2018-2025

Systemizing Identity at Scale through Collaborative Leadership

- **Partnered with product, security, engineering, and executive stakeholders** to coordinate delivery priorities, align roadmaps, and support decision-making across a complex identity program.
- **Led a multi-team program** to standardize SSO delivery, coordinating work across engineering and implementation teams to reduce onboarding time, improve predictability, and lower operational risk.
- **Used operational data to surface cross-team risks and bottlenecks**, influencing prioritization and enabling leadership to make informed tradeoff decisions affecting **50M+ users**.
- **Created and maintained executive-facing status updates, risk visibility, and dependency tracking to support predictable delivery and early escalation.**
- **Established repeatable delivery patterns and playbooks** that improved cross-team coordination, reduced dependency risk, and accelerated safe delivery of new integrations.

Principal Professional Services Engineer, EdTech Integrations

2012-2018

Guiding Cross-Functional Teams through Complex, Customer-Driven Integrations

- **Led and coordinated cross-functional delivery teams** across highly customized integration efforts, balancing **competing priorities and managing delivery risk across multiple concurrent engagements**.
- Owned highly customized integration engagements that relied on **frequent customer feedback, refining solutions iteratively** to align with each district's goals, constraints, and risk tolerance.
- **Translated complex identity, security, and data concepts into clear options** and tradeoffs for non-technical stakeholders who understood only the basics but needed confident, compliant decisions.
- **Established repeatable engagement patterns, checklists, and onboarding steps** so future SSO projects could be delivered more predictably, with fewer surprises for internal teams and customers.
- **Acted as an escalation point for at-risk initiatives, stabilizing delivery through clear plans, stakeholder alignment, and reset expectations.**

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Houghton Mifflin Harcourt (HMH) (continued)

Engineer, Enterprise Integrations

2007–2012

Designing and Delivering Enterprise Integrations in the Field

- **Owned the full integration lifecycle** for K-12 districts, from discovery and design through implementation, testing, and long-term support.
- **Met onsite with customers and stakeholders** to understand goals, constraints, and existing systems, translating vague needs into concrete integration plans.
- **Created architecture diagrams, configuration guides, and runbooks that made complex integrations repeatable for implementation teams and support.**
- **Captured lessons learned from challenging engagements and fed them back into standards and patterns that later informed larger integration programs.**

Education and Certifications

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|---|------|
| • CAPM (In Progress) | 2026 |
| • Google Cloud Engineer (GCE) (In Progress) | 2026 |
| • Professional Scrum Product Owner I (PSPO I) | 2025 |
| • Professional Scrum Master I (PSM I) | 2025 |
| • Professional Scrum™ with Kanban I (PSK I) | 2025 |
| • CompTia A+ Certification | 2002 |
| • ITT Technical Institute A.A.S., Computer Networking Systems Technology
<i>GPA: 3.93; National Vocational Technical Honor; Perfect Attendance</i> | 2002 |
| • U.S. ARMY Military Police School | 1997 |

Skills

Program & Delivery

- Cross-workstream program coordination
- Program visibility and executive reporting
- Risk and dependency control (RAID)
- Operating cadence and delivery alignment
- Comfort operating in ambiguity
- Process mapping and workflow design

Stakeholders & Leadership

- Executive and cross-functional stakeholder leadership
- Stakeholder alignment and decision facilitation
- Influence without authority

Methods & Tools

- Agile, Scrum, Kanban
- Process improvement
- SDLC
- Jira, Confluence

Technical & Domain

- Engineering and product coordination
- Secure identity and data handling in regulated environments (FERPA, COPPA)
- SQL, Java, Python

AI & Ethics

- AI-augmented planning, analysis, and documentation
- Responsible AI use, data ethics, and privacy awareness