

## Contact

ballance@gmail.com

[www.linkedin.com/in/ballancio](http://www.linkedin.com/in/ballancio)  
(LinkedIn)

## Top Skills

Geospatial Modeling

Image Processing

Drone Technology

## Languages

Swedish (Elementary)

Spanish (Professional Working)

German (Elementary)

## Certifications

Radio Operator

Duolingo German Fluency:  
Elementary (Estimated)

(ISC)2 Security CISSP (ISC2-  
CISSP)

## Honors-Awards

Time Magazine - Person of the Year  
2006

## Publications

Cassandra via Docker

GIT - Tips & Tricks

Black & White Photography

Mad Men - Final Cut

Forced Perspective

# Chris Ballance, CISSP, ex- Microsoft, ex-Volvo

Staff Engineer at OWL | Board Member @ Artificial Compute  
Matthews, North Carolina, United States

## Summary

Chris is a hands-on senior engineering leader with over 20 years of experience building software and leading high-performing teams across industries including public safety, healthcare, finance, and SaaS. He is equally at home in Fortune 100 companies and fast-moving seed-stage startups, bringing a rare blend of enterprise-scale discipline and early-stage agility.

Chris is currently the first Staff Engineer at Old Well Labs, where he is helping define the technical foundation for a next-generation fintech platform leveraging the latest advances in AI technology and focused on capital deployment and financial data at scale.

Previously, he served as Head of Engineering at PetScreening. There, he built the internal engineering organization from scratch, transitioned away from legacy vendors, and led a full re-platforming of the company's core product and successful expansion into multiple new industries. His work improved reliability by over 300 percent and saved the business more than four million dollars annually. He joined as the first internal engineering hire and built a team from 0-60 high-performing individuals. His leadership expanded the company's revenue by 200 percent over his 2.5 year tenure by acutely applying the "Ballance effect."

Before that, Chris spent five years at Mark43, rising from Senior Engineer to Director of Engineering. He led the development of mission-critical software for law enforcement agencies, including real-time emergency dispatch, near-real-time GPS vehicle and officer tracking, geospatial infrastructure, and modern custody and police records systems.

Earlier in his career, Chris held senior engineering roles at both Microsoft and Volvo, each for five years. These experiences

gave him a deep understanding of large-scale systems, secure architecture, and the dynamics of high-performing global teams.

Chris's technical strengths include Python, Java, .NET, SQL, AWS, CQRS, microservices, and domain-driven design. He is a CISSP-certified security professional and a servant leader who believes in leading by example, investing in people, and setting a high bar for both quality and culture.

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## Experience

### Old Well Labs

Staff Engineer

July 2025 - Present (7 months)

Charlotte, North Carolina, United States

### Artificial Compute

Board Member

June 2023 - Present (2 years 8 months)

Austin, Texas, United States

### Ballance Properties

Partner

October 2018 - Present (7 years 4 months)

Charlotte, North Carolina

Real Estate Investment and Property Management

### Ballance.IT

Technical Director

May 2016 - Present (9 years 9 months)

Charlotte, NC

A Ballanced Approach to Software Craftsmanship

### PetScreening

Head of Engineering / VP

February 2023 - July 2025 (2 years 6 months)

Charlotte, North Carolina, United States

### Mark43

5 years 1 month

Director Of Engineering  
April 2022 - January 2023 (10 months)  
New York City Metropolitan Area

Senior Engineering Manager - JMS  
October 2021 - April 2022 (7 months)  
New York City Metropolitan Area

Engineering Manager - CAD  
April 2021 - October 2021 (7 months)  
New York City Metropolitan Area

Task Force Lead  
January 2020 - April 2021 (1 year 4 months)  
New York City Metropolitan Area

Senior Software Engineer (IC5)  
January 2018 - January 2020 (2 years 1 month)  
New York, New York

AvidXchange, Inc.  
Application Security Architect  
July 2017 - January 2018 (7 months)  
Charlotte, North Carolina Area

Red Ventures  
Security Architect  
June 2016 - July 2017 (1 year 2 months)  
Charlotte, NC

Diligent Corporation  
Senior Software Engineer  
December 2014 - May 2016 (1 year 6 months)  
Charlotte, NC

Web API, XAML, C#, Windows RT, GIT, Jenkins, SaaS, PRISM, PubSub,  
Performance / Memory Optimization, Synchronization, Offline Storage,  
Document Conversion, WebSockets, Enterprise Service Bus, RabbitMQ

Triumph Research Intelligence, Inc.  
Lead Product Developer  
November 2013 - October 2014 (1 year)  
Stansted, UK

ASP.NET MVC, Data Modeling, Data Visualization, Azure, SQL, Big Data,  
Pharma, Clinical Trials

#### Microsoft

Software Development Engineer II

September 2009 - November 2013 (4 years 3 months)

ASP.NET development building the authoring system which published to <http://support.microsoft.com>

#### Volvo IT

Technical Lead

May 2005 - September 2009 (4 years 5 months)

Greensboro, NC

Common Web Platform for Volvo's internal and external web presences

#### Ventech Solutions

Consultant

2004 - 2005 (1 year)

Oracle consulting

#### SimTek

Software Engineer

October 2002 - October 2003 (1 year 1 month)

Greensboro--Winston-Salem--High Point Area

Mathematical modeling of industrial processes

#### Dixon Hughes Goodman LLP

Programmer

2000 - 2001 (1 year)

High Point, NC

SQL, ASP.NET

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