

Tanner Hearne

Strategic Executive and Technology Leader

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Tanner Hearne is an executive leader with an operations, engineering, and design background. He has worked tirelessly to form his expertise in team leadership, business, software, and digital marketing. Tanner focuses his knowledge to lead incredible product-centered teams. He is obsessed with accelerating teams' abilities, skills, and passions towards their work. Providing exceptional results and strong team culture are main priorities. He believes a healthy growth environment with empathy and honest feedback produces highly performing teams.

WORK EXPERIENCE

Musicbed

VP of Operations

Crafts strategy and leads a top tier creative media brand of over 50 team members. Coordinates with executive team and every department to structure plans for big initiatives and improve company communication.

- Increased gross revenue 7x over a 6 year period
- Managed over \$1mm annual technology and product design budget
- Led the creation of a world-class music streaming platform
- Bridges the gap between the vision and the execution of related strategy
- Balances high-level strategy and day-to-day execution
- Prioritizes and plan initiatives with executive team
- Focuses all people to provide opportunities to develop and grow
- Removes bottlenecks and identify inefficiencies in company-wide processes
- Monitors key metrics to measure if goals have been met and if improvements have been effective

August 2018 - Present | Texas, United States

Musicbed

Director of Product

Lead product design, engineering, and technology teams.

- Defined the direction of all new technology.
- Directed product design for all product web applications and native iOS applications for UI and UX.
- Ensured the health of all web applications and native iOS applications, including performant music streaming.
- Gathered requirements and product development planning.
- Facilitated communication between Musicbed and external engineering teams.
- Directed third-party partners and vendors that service Musicbed's applications.
- Managed the priority of on-going projects and prepared revised project delivery plans.

May 2013 - August 2018 | Texas, United States

Filmsupply

Director of Product

Lead product design, engineering, and technology teams.

- Released a one of a kind rights managed video licensing platform.
- Defined the direction of all new technology.
- Directed product design for all product web applications for UI and UX.
- Ensured the health of all web applications including performant video streaming.
- Gathered requirements and product development planning.
- Facilitated communication between Filmsupply and external engineering teams.
- Directed third-party partners and vendors that service Filmsupply's applications.
- Managed the priority of on-going projects and prepared revised project delivery plans.

May 2015 - August 2018 | Texas, United States

Steadfast Creative

Director of Development

Responsible for all product development for client and proprietary projects. Managed a team of developers and designers who developed online marketing and tools for major companies and organizations.

- Introduced design methodology shift to heavily optimize for both mobile and retina-ready web interfaces and user experience using HTML5, CSS3, Bootstrap, and Sass.
- More than tripled development profit growth potential through improving product quality and optimizing product development process.
- Increased product performance and security while reducing risk through implementing advanced server-side services.
- Enacted ongoing revenue model and enduring client relationship by creating monitoring and hosting products.

March 2012 - April 2013 | Texas, United States

EDUCATION

University Of Texas At Arlington

Bachelor of Arts Degree in Communication Technology

Texas, United States

LANGUAGES

English (Native)

Spanish (Conversational)

SKILLS

Application Development, Business Development, Digital Marketing, Executive Leadership, Interactive Marketing, Laravel, MVC FRAMEWORK, Object Oriented Programming, PHP, Product Design, Strategic Leadership, Technology Strategy, UI Design, User Experience Engineering, UX Design, Web Development, Web Strategy