

BRAD S. DOLEMAN

Director / VP — Infrastructure & IT Operations

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EXECUTIVE PROFILE

Twenty-five years in enterprise infrastructure, most of it in environments where downtime is not a theoretical risk. It is a business event. I have led and designed infrastructure for national retailers, oil and gas operators, industrial services companies, and professional services firms. The common thread has been scale: multi-site, distributed, operationally complex. My work sits where architecture, operations, budget, and people meet, and I know how to take a large, complicated infrastructure environment and make it cleaner, more resilient, more secure, and less expensive to operate than I found it.

CAREER IMPACT

6,500+ locations at largest program scale | \$154M network modernization program | \$5.2M annual operating budget | 39 engineering and MSP resources led | \$1.02M annualized telecom savings | 19 direct reports built across 3 teams | 12,000+ mailbox cloud migration

PROFESSIONAL EXPERIENCE

O'Reilly Auto Parts (via TechHuman) — Springfield, MO (Hybrid)

Principal Infrastructure Architect | March 2026 – August 2026

Brought in during a leadership transition to provide architectural direction on a \$154M, three-year network modernization across 6,500+ locations.

- **Architectural Governance:** Directed engineering decisions and validated high-availability headend designs supporting a projected \$80M structural OPEX reduction over the program lifecycle.
- **Transition Leadership:** Served as the senior technical voice across infrastructure, security, compliance, and vendor teams, preserving program momentum and architectural integrity through restructuring.
- **Vendor and Program Alignment:** Governed security requirements, capacity planning, supportability, and vendor execution across a compressed enterprise delivery timeline.

Academy Sports + Outdoors — Katy, TX

Manager, Core Technologies — Network | Voice | Database | October 2023 – February 2026

Infrastructure & IT Operations Leadership

Led infrastructure, network, voice, and database operations as the retail footprint grew from 300+ to 400+ locations across 17 states. \$5.2M annual operating budget; seven direct engineers and 32 MSP resources.

- **Financial Stewardship:** Built telecom cost visibility where none existed, audited carriers and redundant circuits, and renegotiated contracts — reducing monthly run rate by \$85,000, a 28% cut worth approximately \$1.02M annualized.
- **Enterprise Collaboration:** Migrated 10,000+ users from legacy Cisco Call Manager to Webex UCaaS, reducing monthly cost by \$12K and raising system availability 35%.
- **Risk and Operations:** Partnered with InfoSec to deploy NAC and endpoint compliance across thousands of retail endpoints; established Jira KPI, OLA, and SLA baselines that improved operating metrics 35%.

Tailored Brands — Houston, TX

Team Lead — Network Operations | August 2022 – October 2023

Technical accountability for 1,100+ retail locations, a \$2.5M annual infrastructure budget, engineering resources, and three managed service providers.

- **Infrastructure Modernization:** Led nationwide Aruba SD-WAN rollout across 1,100 stores; network availability increased 30% and store-level IT incidents decreased 22%.
- **Vendor Governance:** Set and enforced SLA expectations across three MSPs, replacing those that did not perform.
- **Knowledge and Continuity:** Rebuilt engineering documentation and standardized onboarding, cutting new-engineer ramp time from two weeks to five days and removing single-point-of-failure dependencies.

PennComp LLC — Houston, TX

Sr. Network Engineer / Virtual CIO | September 2019 – August 2022

Served seven mid-market accounts requiring executive-level technology guidance backed by hands-on infrastructure expertise.

- **Fractional Executive Leadership:** Acted as virtual CIO/CTO across seven accounts, covering security audits, disaster-recovery strategy, and capital budget management.
- **Data Center Operations:** Managed multi-tenant infrastructure running 300+ enterprise firewalls and supporting 165,000 aggregate end-users.
- **Security Transformation:** Introduced centralized firewall management and analytics with standardized baseline controls; client security incidents decreased 40% across the portfolio.

Doleman Enterprises — Katy, TX

Founder & Principal — Telecom Brokerage | 2018 – Present

Founded during a planned break following a six-year leadership tenure, and operated continuously since. Builds carrier partnerships, places and manages circuit inventory for commercial customers, and negotiates contract terms — work that keeps current carrier pricing, contract structures, and service-level terms in daily view. Returned to full-time enterprise infrastructure in September 2019.

Brock Group — Houston, TX

Sr. Manager / Network Architect | 2012 – 2018

Recruited to build, manage, and modernize core IT capabilities; created three technical teams spanning network engineering, data center operations, and enterprise collaboration, growing to 19 direct reports.

- **Data Center Leadership:** Directed architecture, vendor negotiation, and physical relocation of the Houston and Austin corporate data centers with zero business interruption.
- **Cloud Acceleration:** Led migration of 12,000+ mailboxes to Office 365 and decommissioned 14 legacy servers through custom automation.
- **Organization Building:** Recruited and built three technical teams from the ground up and led them through two data center relocations and a full cloud migration.

EARLIER CAREER

- Comfort Systems USA | Regional Network Manager | 2008 – 2012
- Robertson and Anschutz | IT Manager | 2006 – 2008
- Verari Systems | Houston Support Manager | 2004 – 2006

Career began in 1997 on a State of Texas agency infrastructure project.

LEADERSHIP & TECHNOLOGY

Leadership and Operations: IT infrastructure strategy; IT operations management; business-IT alignment; CAPEX and OPEX ownership; contract negotiation; vendor and MSP governance; SLA and KPI governance; telecom expense management; technical hiring and team building.

Architecture and Platforms: Enterprise networking and SD-WAN (Fortinet, Aruba); Cisco Nexus and UCS; F5; Microsoft 365 and Azure; VMware; UCaaS and unified communications; network access control and endpoint compliance; data center lifecycle and relocation; infrastructure automation.

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Certifications: Fortinet NSE 4 — Network Security Professional (2020); Fortinet NSE 1–3 (2019, NSE 1 refreshed 2026); Cisco Meraki Certified Network Operator (2016); CJIS Level 4 Security Awareness (2021–2023).

Technical Coursework: Microsoft Office 365 administration and Exchange Server 2010/2013 (2012–2017); Nimble Storage NIOP (2014); leadership development, Comfort Systems USA (2012).

PUBLISHED WORK

Author, *A Field Guide for Engineers Moving Into IT Leadership* — a practical guide to what changes when a technical professional starts leading people. Additional titles include *AI Unlocked*, *The Digital Estate*, and *What Financial Preparedness Looks Like*. Published through Revelation Recording.