

# Zach Bronstein

Rockland County, NY | [thedude@zachbronstein.com](mailto:thedude@zachbronstein.com)  
[linkedin.com/in/zbronstein/](https://www.linkedin.com/in/zbronstein/) | [github.com/zbronstein](https://github.com/zbronstein)

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## Professional Summary

Operations leader and engineer turning financial operations into efficient, automated infrastructure. Built the operational infrastructure for a pioneering onchain 501(c)(3): GCP TypeScript cloud functions, multi-chain smart contract automation, and the compliance framework underpinning over \$150M in audited nonprofit impact. Track record spanning fintech operational engineering, pipeline management, compliance framework development, and cross-functional leadership in technically complex spaces.

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## Professional Experience

**Chief Operating Officer** – *Giving Tree Technologies & Endaoment.org, Remote* 2021 - Current

- Initial hire post-founding (pre-seed); directed recruitment efforts across all departments and built operations, tech stack, and all internal systems from the ground up.
- Led the largest-ever financial audits for a pioneering onchain 501(c)(3) nonprofit, facilitating over \$150M in nonprofit impact since launch (live stats: [impact.endaoment.org](https://impact.endaoment.org)).
- Oversaw company growth to successful seed round (10% raised at \$50m valuation, 2022).
- Built 50+ production cloud functions handling onchain liquidation (FIPS 140-2 HSM-signed on-chain transactions), automated contract calls across Ethereum, Base, and Optimism, brokerage dividend reinvestment with time-weighted allocation, and multi-source NAV reconciliation, all complemented by structured alerting, healthchecks, and clear audit trails.
- Architected an Nx monorepo with TypeScript shared libraries covering 50+ core utilities, GCP services, brokerage client interactions, external integrations and multi-environment Terraform managing multiple development and production level GCP projects.
- Architected comprehensive compliance framework spanning policies, risk categories, with operational controls, audit control narratives, and IRS non-bank qualified trustee documentation, establishing audit-ready infrastructure for digital asset operations and management.
- Concurrently managed operations, compliance, and finances for both tech company and non-profit overseeing multi-million-dollar annual budgets across entities.
- Built internal developer platform including a portal with codegen-driven catalogs, custom Nx deploy executors with auto-rollback, a mutation-testing program, and a shared mock factory.
- Designed agentic development methodology with layered context rules, cross-session agent memory with lifecycle governance, and automated validation, enabling safe AI contributions.
- Published open source Ethereum validator operations guide, [validators.endaoment.org](https://validators.endaoment.org), covering Prysm/Reth (prev. Geth) setup, upkeep, emergency, and monitoring. ~100% Uptime.
- Administer day-to-day functions (finance, operations, HR, legal, customer service) with an “extreme ownership” approach. Built systems and SOPs, facilitated documentation and handoff.
- Conducted educational sessions on blockchain technology; featured in podcasts, interviews, periodicals; and sought out as subject matter expert at industry conferences.

<b>Director, Balance Sheet, Wealth Management (WM) Financial Planning &amp; Analysis</b>	2020 - 2021
<b>Director, Field Finance, WM CFO Support</b>	2018 - 2020
<b>Associate, Field Finance, WM CFO Support – Morgan Stanley, Purchase, NY</b>	2016 - 2018

- Spearheaded consolidation of WM Balance Sheet under stressed scenarios during Federal Reserve Comprehensive Capital Analysis and Review (CCAR) runs (4-6/year); engineered innovative tools and templates to boost process efficiency re: audit compliance.
- Orchestrated the consolidation of E-Trade and Morgan Stanley WM balance sheets post-acquisition, helping to manage an extensive portfolio of \$650Bn in assets and liabilities.
- Administered a \$1Bn non-compensation expense budget for Wealth Management, optimizing allocation based on historical activity, emerging initiatives, and market conditions.
- Designed and monitored the weekly production of a management-level Operating Committee deck to fuel strategic decision-making; findings on revenue, expense, and custodied asset movement were presented to WM co-heads by the Finance Management Director.
- Forged partnerships with business units to conceive and roll out targeted reporting; pioneered tools honing in on expense management and channeling the Executive Director's focus.
- Amplified group throughput by initiating the development of various templates to automate processes or significantly enhance efficiency, freeing up time for in-depth analysis.
- Conducted comprehensive training for new hires on various firm systems, reporting techniques, Excel logic, and VBA macro creation; became the go-to resource for technical assistance and general troubleshooting across a diverse set of CFO support teams.

## Qualifications Profile

- Leader skilled at converting manual processes into autonomous serverless workflows.
- Operations engineer with production experience in TypeScript, Python, and GCP.
- Infrastructure-as-code practitioner using Terraform for multi-environment deployments.
- Built typed API client libraries spanning banking (Mercury, Circle), brokerages (Schwab, Alpaca, Coinbase, Anchorage), blockchain explorers (Etherscan, Dune, Beaconchain), and productivity tools (Notion, Discord, Calendly, Otter.ai), all with shared utility patterns.
- Background in compliance framework development, audit preparation, and risk management for digital asset operations alongside integrations with Coinbase, Circle, Uniswap, AAVE, SAFE, etc.
- Track record training teams, documenting SOPs, and driving best practice adoption.

## Technical Proficiency

- Languages: TypeScript, Python, SQL
- Cloud: GCP (Functions, Tasks, Cloud SQL, Secret Manager, KMS/HSM, Firestore), Terraform
- Blockchain: Multi-chain operations Etherscan, Dune, Beaconchain API integrations
- Tools: *Nx monorepo, Yarn, Jest, Vitest, Stryker mutation testing, ESLint, ethers.js, Zod, D3.js, Astro, Puppeteer, Tenderly, BigQuery, PostgreSQL, CircleCI, Docker, Notion*

## Education

**Master of Business Administration** Heller School at Brandeis University Waltham, MA, 2016  
**Master of Arts: Non-Profit Management** Brandeis University Waltham, MA, 2016  
**Bachelor of Arts: Political Science;** George Washington University, Washington, D.C., 2012