

STEPHEN PAGE

Operations & Systems Leader | Strategic Engineering Manager

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I am a **Systems Architect of Life and Land**. With over 15 years of experience leading high-performing teams, I specialize in "Technical Translation"—the ability to bridge the gap between high-level business strategy and ground-level operational execution.

My career has been a series of high-stakes labs in resilience and systems design. I arrived in the technology sector as a "late bloomer" at age 42, bringing with me a lifetime of stress-tested logic from the worlds of high-volume logistics, commercial appraisal, and conservation farming. Today, I lead global remote engineering teams while scaling a 501(c)(3) non-profit and a commercial livestock operation.

THE THRESHOLD PROTOCOL

I approach leadership with the **Threshold Protocol**. Much like my Sheltie, Rue, who surveys the farm for several minutes before committing to step outside, I am a professional observer. Having relocated over 30 times before the age of 30, I learned to "onboard" into new cultures, environments, and technical ecosystems quickly. I prioritize **Assessment over Action**, ensuring that every move is backed by data and a deep understanding of the "why."

EXPERIENCE AS A LABORATORY

- **High-Velocity Logistics (The "Human API"):** My management career began in the chaotic, high-frequency environment of fast food and pizza shops. This was my masterclass in **Load Balancing and Triage**. In a Friday night rush, you learn to identify bottlenecks and allocate resources in real-time. I carry this "in-the-weeds" grit into every engineering sprint.

- **Structural Integrity (Integrity-Based Analysis):** As a Commercial Real Estate Appraiser, I spent a decade analyzing the "bones" of physical systems. I learned to look past the surface to evaluate income streams, cap rates, and structural risks. This era taught me that a system is only as strong as its underlying data.
 - **Systems Engineering (StellarWP & Modern Tribe):** For the past decade, I have scaled digital products for industry leaders. My focus shifted from writing code to **Designing People Systems**. I specialize in building "Failover Protocols" for teams, ensuring that even during corporate acquisitions or total site failures, the mission remains on track.-
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TACTICAL LEADERSHIP & SYSTEMS THINKING

- **Complex System Facilitation:** A long-time Game Master and strategist, I specialize in managing multi-stakeholder environments where variables change in real-time. I excel at aligning diverse personalities toward a common objective.
 - **Operational Grit:** Whether navigating a cross-country motorcycle journey or managing high-velocity logistics, I bring a "tinkerer's mindset" to organizational health—diagnosing friction points and engineering durable solutions.
 - **Community & Advocacy:** A champion for inclusive, high-trust environments. I believe that organizational resilience is built on a foundation of diverse perspectives and psychological safety.
 - **Digital Transformation:** Proven history of identifying organizational gaps and building technical solutions from the ground up, notably serving as the "tech head" for professional industry chapters (NAIFA).
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CURRENT MISSION: STEWARDSHIP & SCALE

At **Mema's Inclination**, our farm in Burke, NY, I apply engineering rigor to the physical world.

- **Logistics & Compliance:** I manage the end-to-end supply chain for rare conservation breeds (American Yak, Meishan pigs) and lead the only **501(c)(3) Alpaca Rescue** in the Northeast.

- **Sustainability over Shortcuts:** Much like the animals we raise, which take years to reach maturity, I build for the long term. I prioritize robust, documented architecture over "quick fixes."

THE VISION

I am seeking a leadership role at the intersection of **Technology, Operations, and Agriculture**. I don't just manage tickets or headcounts; I manage the mission of building resilient, inclusive, and scalable systems.