

Daniel Dzina

Executive Operator — Product, Strategy & Scale (Healthtech & AI)



CONTACT

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OPEN TO

- CEO/COO (0→1, 1→N & pivots)
- CPO/CTO/CSO
- Selective advisory / fractional via Signal Forge Labs

FOCUS AREAS

- AI-integrated operating models
- Product + engineering + clinical alignment
- Team scaling & leadership cadence
- Vendor ecosystems & near-shore capacity
- Metrics, unit economics & instrumentation
- Business process automation

CORE COMPETENCIES

- Cross-functional executive leadership (COO/CTO/CPO)
- Operational scale & team building
- Growth financing & investor diligence
- Product & platform strategy
- Vendor governance & partnerships

EDUCATION

Kent State University — Executive MBA

The Ohio State University — MIS

TEACHING

Kent State University — Adjunct Professor

SUMMARY

COO/CTO operator-builder for healthtech and AI, leading cross-functional orgs of 400+ across clinical ops, product, and engineering. I own operating cadence, investor diligence through Series E, and P&L/unit-economics, consistently delivering outcomes in margin expansion, delivery reliability, and AI-driven productivity. My expertise spans from high-level strategy to deep dives in code/architecture reviews, financial modeling, production triage, vendor diligence, marketing, job design, and leadership development.

SELECTED OUTCOMES

- Scaled operations and engineering across 41 states to support >2× revenue growth while improving company-wide gross margin by 16%.
- Closed a Series E: built scale/ROI financial models; owned the data room; led most diligence responses; co-presented with the CEO; coordinated with investment bank and investor counsel/technical/compliance advisors to closure.
- Launched a near-shore captive subsidiary (entity formation, incentives, initial staffing) improving administrative function gross margins by >50% for the work transitioned to the BPO unit.
- Implemented AI-assisted QA on call reviews: surfaced 0.25% urgent clinical escalation and 2.5% requiring further clinical review; tightened escalation pathways and feedback loops.

EXPERIENCE

Cosán Group — Chief Operating Officer (also acting CTO)

Jul 2023 – Sep 2025 | Cleveland, OH (Onsite)

- Ran daily operations across clinical services, engineering, product, and vendor strategy; modernized infrastructure and integrated platforms.
- Legal & compliance interface: contract template library, MSA/SOW review, vendor agreements, and diligence responses; coordinated with outside counsel as needed.
- Facilities ownership: negotiated lease and led build-out logistics for the first domestic office and international subsidiary.
- Owned leadership cadence and cross functional planning; tuned vendor ecosystems; stayed hands on for cloud security/DevOps and critical architecture/production issues; partnered with CMO to refresh mission, vision & values.
- Partnered with Chief People officer to clarify roles & decision rights; tuned benefits/comp; handled sensitive HR incidents and conflict resolution; aligned incentives and metrics to unit economics.
- Automated payroll processes and worked with finance to drive down DSO.

Signal Forge Labs — Founder & Principal (Independent)

Sep 2025 – Present | Cleveland, OH (Hybrid)

- Independent advisory + R&D studio helping leaders turn signal into shipped outcomes—strategy, product, and AI under one roof.
- Engagements: targeted advisory; fractional/interim CxO (CPO/CTO/CSO/COO); hands-on prototyping and product ops.

Cosán Group — Strategic Advisor (part-time, through Dec 2025)

Sep 2025 – Present (Remote)

- Continuity of key workflows and partner integrations; reporting readiness and vendor governance.
- Unit-economics and incentive-model analysis; technical stack and interoperability guidance.

Cosán Group — SVP Engineering; VP Engineering; VP, Development Science

Jan 2020 – Jul 2023 (Hybrid)

- Shipped multi-state care-coordination capabilities and AI tool/voice-agent integration on Azure
- Directed internal technology strategy; leveraged Azure serverless & OpenAPI; led vendor orchestration and platform modernization.
- Negotiated and built out first physical office since 2018; supported hybrid workforce scale.

EARLIER EXPERIENCE

CyberSavvy — Lead Architect, Owner

- Boutique consultancy; hands-on architecture and delivery for Microsoft (SQL Server TAP), Lowe's, Randstad and others: architecture leadership, distributed delivery, licensing/royalty contracts.

RendeVision — Owner/Consultant

- Led independent and team lead software engagements across staffing, manufacturing, and health insurance