

Kate Chapman

Greater Seattle Area | kate@untanglingsystems.io | (360) 480-5261 | [LinkedIn](#) | [GitHub](#) | untanglingsystems.io

Curious product and engineering platform leader with 15+ years' experience building distributed teams, guiding products and designing governance systems across global networks.

- Led distributed engineering and product teams building public-interest technology for land rights, disaster response, supply chains, and open knowledge.
- Built cross-sector partnerships with national governments, international NGOs, open communities, and major technology companies.
- Open-source governance leader: co-founded the Humanitarian OpenStreetMap Team, served as a W3C representative, and chaired the OpenStreetMap Foundation.

Skills

- * Distributed Team Leadership * Product Platform Strategy *
- * Open Source Governance and Community Leadership * Senior Engineering Leadership Development *
- * Developer Productivity and AI Tool Adoption * System Architecture * Technical Hiring and Team Building *

Experience

Chief Technology Officer, Open Supply Hub

July 2023 - December 2025

Led engineering and product for a crowdsourced, AI-driven supply chain transparency platform.

- Built data partnerships with 11 technology companies and NGOs to launch a cross-referenced data product offering detailed facility-level insights.
- Doubled engineering productivity through use of AI tools (Claude Code, Windsurf and CodeRabbit AI)
- Led two third-party security assessments for Fortune 100 companies, enabling enterprise adoption
- Partnered with the internal business development team to raise grants for technical development totaling \$1,000,000 in 2025.
- Built an LLM-based system for sourcing public data across countries, languages, and cultures

Technical Strategy Consultant, Open Supply Hub

January 2023 - June 2023

- Contributed a technical lens in creation of the organization's three-year living strategy
- Led sourcing and selection of a new software outsourcing vendor reducing cost per engineer 50%

Director of Engineering, Wikimedia Foundation

January 2020 - June 2023

Led architecture and developer enablement for Wikimedia Foundation supporting wikipedia.org.

- Founded and led Wikimedia Architecture Team to drive cross-functional technical design and architect Wikimedia Enterprise on AWS, creating a new revenue stream
- Led Engineering Enablement (3 EMs, 25+ ICs) across Release Engineering, Performance, and Architecture, improving developer productivity and platform extensibility.
- Shifted governance from centralized approvals to team-led RFCs. Represented Technology Department in strategic initiatives including 2030 Movement Strategy working group, Product Platform Strategy, and Equitable Product Development.

Senior Program Manager, Wikimedia Foundation

November 2018 - January 2020

Managed Core Platform Team operations and cross-departmental delivery, coordinating annual planning and technical dependencies across Product and Technology departments.

- Drove adoption of Vue.js as standard front-end framework for design system
- Coordinated annual planning process for the Core Platform team, aligning technical roadmaps and resource allocation to support product initiatives

Managing Principal, Cascadia Technical Mentorship

July 2017 - November 2018

Provided technical leadership advisory services to nonprofits on engineering strategy, open source governance, and platform architecture, serving clients including OpenStreetMap US, Wikimedia Foundation, New America, and Electronic Frontier Foundation.

Chief Technology Officer, Cadasta Foundation

April 2015 - July 2017

Led product and engineering team for land rights documentation platform serving communities globally

- Built engineering team from zero to 8 engineers, establishing technical culture and development workflows
- Architected and led initial product build from concept to production, delivering on budget and on schedule to serve nonprofit partners documenting land rights across multiple countries

Executive Director/Co-Founder, Humanitarian OpenStreetMap Team *August 2010 - April 2015*

Directed operations, strategy, and technical programs for open source mapping nonprofit supporting disaster response and economic development globally.

- Scaled organization from founding to \$2M annual budget and 20 staff, establishing administrative operations, fundraising strategy, and operational frameworks
- Negotiated Missing Maps partnership with American Red Cross, British Red Cross, and Doctors Without Borders - multi-stakeholder collaboration that continues to operate today
- Legacy impact: HOT has continued significant growth including winning the Audacious Prize scaling from the original vision of the organization's founding.

Open Source Governance & Community Leadership

- **Board Member**, Common Space (2025-Present)
- **Board Member**, Humanitarian OpenStreetMap Team (2010-2012, 2021-2025)
- **Board Member**, Software Freedom Conservancy (2016-2022)
- **Chairperson**, OpenStreetMap Foundation (2014-2019)

Publications

- Mapping community - Chapter in *The Open Organization Workbook* - 2017
- Commoning in Times of Disaster - Chapter in *Patterns of Commoning* - 2012

Education

- **Bachelor of Arts (B.A.) in Geography** - George Mason University, Fairfax, VA
- **Associate of Applied Science (A.A.S.) in Information Systems Technology** - Northern Virginia Community College, Sterling, VA