

Justin McIntosh

Fractional COO and CTO for founder-led and PE-backed companies. Healthcare first.

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I run operations, and I build the software they run on. I co-founded a company at 23 and grew it to about \$20M and almost 300 employees before we sold it. Then I taught myself to write software, and I have worked in healthcare since 2020. I know how the paperwork and the money move: insurance verification, prior authorization, Medicare coverage rules and billing codes, across distribution, physician groups and skilled nursing.

EXPERIENCE

Fractional COO / Fractional CTO · Independent Oct 2026 to present

Part-time COO or CTO seats, and fixed-fee projects in systems integration, automation and AI agents for back-office work. One or two companies at a time.

Chief Operating Officer · Everest Medical Feb 2024 to present

Run operations for a medical distributor: product setup, insurance verification, ordering, documentation and manufacturer invoicing. It all ran on spreadsheets, email and shared drives, so I designed and built the platform that replaced them. It takes a provider through the manufacturer's verification form, checks the order against Medicare coverage rules, submits it, tracks it to delivery and schedules the resupply. Built for HIPAA, with role-based access, encryption and an audit log on every step. About 100 orders a week in 2025. Later spun out as a multi-tenant product for manufacturers and care facilities.

VP of Operations, from Senior Engineer · The Public Health Company Mar 2022 to Feb 2024

Joined as a senior engineer, ran front-end engineering five months later, and was asked to run operations within a year. Reorganized the divisions, stood up a PMO in two weeks, and ran product, design and delivery as one team with five to seven direct reports.

Full Stack Engineer · DigTix Jul 2021 to Mar 2022

Updated a legacy front end, built the component library shared across products, and wrote the API endpoints behind it.

Full Stack Developer · Sharp HealthCare Apr 2020 to Jul 2021

Moved a legacy application to React and built the scheduling tools for virtual, urgent-care and emergency-department visits.

Co-founder · Docusite Oct 2016 to Apr 2020

Software for construction job-site documentation. Managed the build of the first version, then rebuilt it in React and React Native for enterprise customers.

General Manager, Diversified Services · USIC Dec 2013 to Feb 2015

Stayed on after USIC acquired Safe Site and ran its diversified services division nationwide.

Co-founder, VP of Operations · Safe Site Oct 2005 to Dec 2013

Co-founded a utility-locating company at 23 and grew it from under \$1M to about \$20M and almost 300 employees, through a recession and onto the Inc. 500. Ran operations with 16 direct reports. Replaced hand-drawn field documents with software I designed, and added a subsurface utility engineering line worth about \$3M a year. Turnover under 15%. Acquired by USIC in 2013.

CURRENT PROJECTS

- **Closure.** Platform for wound-care manufacturers and care facilities, from insurance verification to a complete claim package. Field-level encryption and a tamper-evident audit log.
- **Spren.** Engine that turns a written task into a reviewed pull request, with AI agents doing the work and a second vendor's model checking it. Pre-alpha.
- **LifeOS.** Personal app for tasks, habits, calendar, travel and health. Native iOS and web.

EDUCATION

Metropolitan State University of Denver, BS, Business Management
Boston University, graduate coursework in Computer Science

CERTIFICATIONS

HIPAA Training Certificate