
ERIC B. BUDD

DIRECTOR OF ENGINEERING

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References available upon request.

Profile

Director of Engineering with over 25 years of software experience, and a proven track record in leading and managing cross-functional development teams, driving innovation, and improving engineering processes.

Experience

Showcase IDX/eXp Realty (Remote)

May 2022 - September 2023

Director of Engineering

(promoted from Director of Data Engineering April 2023)

Showcase IDX offers the industry's #1 ranked home search, consumer engagement tools, and lead generation platform.

- Led 8 engineers across 4 engineering teams and drove technical innovation within the organization.
- **Strategic Planning and Execution** -- Collaborated with product teams and leadership to design and execute engineering and product processes. Developed and communicated technical vision, ensuring alignment with overall company goals.
 - Work and expectations became clear.
 - The business side understood what features were going to be delivered and when.
 - Engineering teams began setting and meeting deadlines.
 - Regular maintenance led to a **66% reduction in code dependencies**, improving system performance and reducing code complexity.
- **Team Management and Collaboration** -- Managed 4 development teams: A Data team, 2 UI teams and an API team. Fostered cross-team collaboration, broke down knowledge silos, and enhanced engineering skillsets.
- **Improved Team Performance and Engagement** -- Implemented strategic restructuring by promoting high-performers to leadership roles, mentoring, and encouraging team leads to develop underperforming members, and providing personal coaching and assistance in work breakdown and assignment.
 - Achieved remarkable improvement in productivity, a **7x increase** in completed story count per week.
 - We also saw **nearly a 3x increase** in code pull requests per week.
 - The team's perception within the organization significantly improved, fostering a more energetic and engaged environment.
- **Workflow Optimization** -- Drove operational efficiency by implementing process changes, breaking down and documenting work, clarifying expectations with the product team, managing priorities, and ensuring effective communication between engineering and product stakeholders.
 - Teams worked faster and more effectively, delivering major features early, with better architecture and documentation. Business was able to rely on estimates from engineering.

CyberGRX (Remote)

April 2020 - May 2022

Sr. Software Engineer

CyberGRX is a SAAS dedicated to helping organizations create effective third-party cyber risk programs.

- Added features and fixed bugs in distributed Python back-end microservices.
- Worked on optimizations and responsiveness in the API.
- Developed integrations between third-party vendors and analytics systems
- Supported and fixed bugs in React front-end
- Assisted with initiative to update and standardize architecture across the engineering team.
- **Efficiency and Streamlined Processes** -- Designed and implemented a mapping feature enabling automatic reporting in industry-standard frameworks without manual re-assessments.
 - Feature was delivered within time estimates and reduced customer overhead and confusion.
 - It was called "the most successful feature ever launched" at the company.
 - [BusinessWire article about the Framework Mapper.](#)
- **Knowledge Expansion and Collaboration** -- Conducted in-depth training sessions and implemented a new de-structuring feature using the glom Python library. Collaborated extensively with another engineer, sharing knowledge and expertise.
 - Increased "bus count" for destructuring in the company from 1 to 3.
 - Greatly simplified addition of further destructuring features.
 - Freed up a senior engineer from being the only one able to add destructuring features.

Mount Olive Software (Remote)

January 2019 - May 2022

Owner

Providing custom software, consulting, and training services.

- **Automotive Industry (Elixir)** -- Enabled a personal vehicle rental service in Japan via scheduled and authenticated vehicle access.
- **Cybersecurity Industry (Python)** -- Developed third-party Cyber Risk management software.
- **Job Recruiting Industry (Python, Ruby, Javascript)** -- Completed several large projects to automate ingestion of data for millions of engineers, parse and index the data for searchability, and match data to available job postings.
- **Medical Insurance Industry (Elixir)** -- Developed API-driven automated job system that managed a data intake process to fetch transcription data from external APIs.
- **Pharmaceutical (Ruby on Rails, R)** -- Wrote software to transport & translate large volumes of data between labs for vaccine and drug development.
- **Software Contracting Industry (JavaScript)** -- Improved an existing system that automatically matched contractor skills to potential clients.

Other Experience

Red Nova Labs/StorEDGE - Senior Software Engineer	August 2017 - January 2019
Multi Service Technology Solutions - Senior Software Engineer	May 2016 - August 2017
Strenuus - Senior Software Engineer	April 2015 - April 2016
UnitedLex - Software Engineer	August 2014 - April 2015
Merit Pages, Inc. (Remote) - Software Engineer	June 2012 - August 2014
Google (via Zavers.com acquisition) - Software Engineer	April 2008 - June 2012
BensonsLife.com (Remote) - Software Engineer (Contract)	March 2009 - January 2012
Grantham Education - Programming Manager/Sr. Programmer (promoted)	July 2005 - April 2008
PoolCorp/Ascent Consulting - Software Engineer	January 2004 - September 2004
Turning Point Solutions Group - Programmer/System Administrator	June 2000 - December 2003
UniComp, Inc. (Hybrid) - Database Developer/Programmer	May 1998 - June 2000

Volunteering

Ctrl-C.club - Owner and primary administrator

<http://ctrl-c.club>

Ctrl-C Club is a Linux server offering free SSH and web accounts to users who want to build webpages, chat online, learn Linux, play text console games, or practice writing software. It one of the longest-running communities in the Tildeverse (tildeverse.org).

LaunchCode - Mentor

<https://www.launchcode.org/>

Worked with an aspiring programmer to coach them through completing a learning project in Javascript. Helped them understand the development process from concept through delivery. Provided additional coaching on the job market and the software industry.

Technical Keywords *(Production Experience)*

API Design	Graph Databases	GIS
Agile	Internationalization	REST
Domain-Driven Design (DDD)	Linux Administration	SAAS (Software as a Service)
Data Modeling	Microservice Architecture	Scrum
Functional Programming	Object-Oriented Programming	TDD/BDD