**Droo Hastings**
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I lead engineering teams with a focus on clarity, trust, and sustainable execution. My background spans full-stack development, infrastructure, and technical leadership in mission-driven environments. I prioritize long-term team health and high-leverage systems, whether mentoring developers at a public media organization or building tools for musicians as part of a product-driven side project. I'm especially energized by companies that empower creators or invest in thoughtful engineering cultures.

Experience

Software Engineering Manager - Twin Cities PBS (Saint Paul, MN) [December 2022 – Presen]

* • 1. Demonstrated leadership skills in managing a high-performing engineering team of 9 members focused on advanced software development.
* • Successfully transitioned an engineering team to agile processes post-COVID, replacing outdated practices with maintainable systems and a focus on team health.
* • Implemented and led Scrum meetings, fostering collaboration and enhancing team productivity.

Founding Engineer - Cause Cart (Lisbon, Portugal (remote)) [2024 – Present]

* • Co-leading product development of an AI-powered platform that helps schools, nonprofits, and public media organizations optimize donor conversion through personalized pledge gift flows.
* • Built the MVP using Node.js, JAMstack, and CMS integrations; collaborated closely with users to validate core features through direct interviews.
* • Currently expanding the platform's AI capabilities to tailor donation experiences based on user behavior and campaign performance.

Engineering Manager - Fjorge Digital (Minneapolis, MN) [June 2021 - December 2022]

* • Managed a team of 9 engineers, balancing delivery with coaching and professional development.
* • Shifted the tone of client relationships from reactive to roadmap-focused, improving stability and outcomes.
* • Led projects using React, WordPress, and headless CMS architectures.

Lead Shopify Developer - Truth Superfoods (London, UK) [Sept 2020 - December 2022]

* • Built and maintained custom e-commerce features with international teams.
* • Focused on frontend performance, conversion, and asynchronous collaboration.

Lead Developer - Riley Hayes (Minneapolis, MN) [May 2019 - June 2021]

* • Led the dev side of a creative agency during COVID.
* • Built React component libraries and modernized legacy stacks for high-profile Fortune 500 campaigns.

Developer II - Fjorge Digital (Minneapolis, MN) [Aug 2017 - May 2019]

* • Lead developer on multiple CMS-driven and custom web builds.
* • Promoted for reliability, mentoring, and quality execution.

Recording Artist - Epic Records / Red Ink (Sony Music) (NY, NY) [2004 - 2017]

* • Signed to a major label and built a 13-year career as a touring and recording artist, earning a gold record and performing internationally.
* • Managed creative production, brand development, and business operations in a high-pressure, public-facing industry.

Education

Full Stack Software Engineering Certificate - Prime Digital Academy (2017)

Skills

MEAN Stack