Evan Steitz

Product & Engineering Leader

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PROFESSIONAL SUMMARY

Product-focused engineering leader and full-stack developer with experience leading teams through 0→1 product launches, scaling systems to millions of users, and driving business impact through technical strategy and culture design.

EXPERIENCE

Product & Engineering Lead
Demand IQ

Feb 2022 – Present
Remote

Led cross-functional team delivering multiple 0→1 products and scaling to $1M ARR milestone

- Built and led a cross-functional team (3 engineers, 1 designer, 1 QA) delivering multiple 0→1 products, including a white-labeled no-code funnel builder and a React Native app for field sales
- Designed and scaled real-time pricing infrastructure and a custom funnel theming system powering hundreds of unique customer experiences
- Helped drive company growth to $1M ARR milestone through consistent, high-velocity product delivery
- Partnered with customer success and support teams to onboard hundreds of customers, using insights to improve engagement and retention

React Native | TypeScript | Node.js | Postgres | AWS | GitHub Actions | Golang | Figma

Lead Engineer
Tournament Kings

Aug 2019 – Feb 2022
Remote

Scaled Discord bot to 30K+ monthly active users spanning 3M+ users across thousands of servers

- Built and scaled a Discord bot to 30K+ monthly active users and a community spanning 3M+ users across thousands of servers
- Led and mentored a team of 5 engineers, driving rapid iteration and scaling efforts
- Designed backend systems and CI/CD pipelines, cutting deploy times from 4+ hours to less then 15 minutes
- Implemented observability with Prometheus and SQL to ensure reliability and performance at scale

Python | Discord.py | SQL | Postgres | Prometheus | GitHub Actions | AWS | Grafana

Full Stack Software Engineer
Comcast

Jul 2018 – Aug 2019
Denver, CO

Improved API architecture and observability for systems serving millions of customers

- Improved internal API architecture, reducing latency and increasing reliability for systems serving millions of customers
- Built Vue.js dashboards for deployment monitoring, improving visibility for dozens of engineering teams
- Developed observability tooling that reduced incident response times and improved system uptime +4%
- Automated deployment workflows to reduce error rates and increase release confidence

Vue.js   Nuxt   Kubernetes   Golang   Postgres   Prometheus   Helm   Concourse

Full Stack Software Engineer
Charter Communications

Apr 2017 – Jul 2018
Denver, CO

Automated deployment and network testing processes, dramatically reducing deployment times

- Developed CLI tools to automate deployments, reducing deploy time from 30 minutes to under 60 seconds
- Led automation of network testing processes, cutting validation time in half and accelerating release cycles
- Authored documentation and training for infrastructure tools (Chef, Ansible), streamlining adoption across operations teams and reducing onboarding time

Python   Chef   Ansible   Bash   Vendor APIs   VMWare   Kubernetes   Helm

DevOps Engineer
Raytheon

May 2015 – Apr 2017
Aurora, CO

Automated infrastructure deployments and built internal tooling for mission-critical environments

- Developed Chef cookbooks for core infrastructure, standardizing deployments and improving system reliability across mission-critical environments
- Automated build and deployment pipelines, reducing manual sysadmin workload and accelerating release cycles
- Built internal tooling to eliminate repetitive operational tasks, freeing engineers to focus on higher-value development work

Chef   Rundeck   Linux   Bash   Ruby

CONSULTING

Full-Stack Engineer
Independent Consultant

Sep 2024 – Jan 2025
Remote

Built Discord bot ecosystem for 150,000+ users enabling custom in-game item creation

- Designed and built a Discord bot ecosystem supporting a server of 150,000+ users, enabling creation of custom in-game items for theorycrafting, marketing, and community engagement
- Developed a complete command interface and item generation system, including AI-driven image generation and in-Discord visualization for immediate user feedback
- Independently gathered requirements, conducted user interviews, and anticipated user needs to deliver a polished, high-impact product with minimal oversight

- Drove community activation and engagement by creating a seamless experience for users to generate and share content within Discord

`Discord.py` `Python` `AI Image Generation` `Postgres`

Organizational Effectiveness & Culture Consultant
Independent Consultant

Apr 2023 – Jun 2023
Remote

Assessed organizational culture and delivered strategies to improve engagement and productivity

- Interviewed leadership and individual contributors across multiple departments to assess alignment, knowledge gaps, and employee satisfaction
- Identified process and cultural friction points, delivering actionable recommendations to improve engagement, retention, and productivity
- Implemented strategies to help employees feel heard, motivated, and empowered, driving organizational effectiveness and cross-functional collaboration
- Facilitated workshops and documentation to align teams with business goals and promote best practices across the company

Gamification Design Consultant
Independent Consultant

Jun 2019 – Dec 2021
Remote

Designed gamification systems that scaled user base from hundreds to tens of thousands

- Designed advanced gamification systems for a competition app, going beyond traditional points, badges, and leaderboards to create a platform users wanted to engage with daily
- Partnered with the CEO and investors to position the gamification system as a key product differentiator
- Transformed onboarding and engagement flows to increase active participation and user retention
- Scaled the user base from hundreds to tens of thousands through strategic gamification design

Gamification & Process Improvement Consultant
Independent Consultant

Sep 2020 – May 2021
Remote

Doubled team velocity through gamified project management systems

- Designed gamified systems to improve project management and engineering team workflows, integrating team wins, bite-sized goals, and standard points, badges, and leaderboards
- Implemented systems that doubled story point velocity, increasing team throughput and efficiency in an Agile environment
- Provided enhanced transparency, data, and motivation to individual contributors and managers, encouraging consistent engagement with project management tools
- Received highly positive feedback from the team, with almost perfect 5 of 5 stars ratings on effectiveness and value of the gamified system

PROJECTS

Tiny Teams Baseball
A multiplayer baseball simulation with pixel-art graphics, featuring asynchronous replays, deep team-building mechanics, player genetics, and gamified progression.

TypeScript Next.js Supabase Postgres

Last Call for Alcohol (LC4A)

A social deduction tabletop card game where players take turns trying to avoid holding the highest numbered card, using limited information to outwit opponents
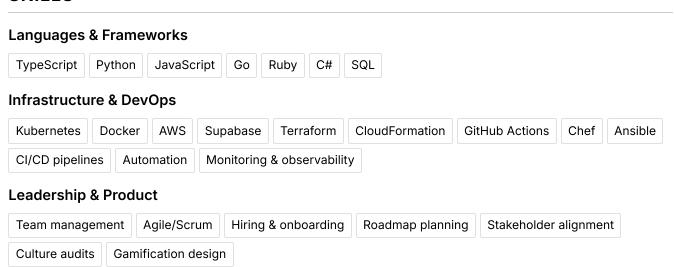
Illustrator Photoshop Figma

Spark

A side-scrolling, combo-centric shoot-'em-up released on Steam, where players use an arsenal of four bullet types to create unique combination effects and visually striking firework-style interactions to defeat enemies.

Game Maker Studio 2 GML Steam

SKILLS

Languages & Frameworks

TypeScript Python JavaScript Go Ruby C# SQL

Infrastructure & DevOps

Kubernetes Docker AWS Supabase Terraform CloudFormation GitHub Actions Chef Ansible

CI/CD pipelines Automation Monitoring & observability

Leadership & Product

Team management Agile/Scrum Hiring & onboarding Roadmap planning Stakeholder alignment

Culture audits Gamification design

EDUCATION

Bachelor of Science in Computer Science

Fort Hays State University

2015