

# Heber Billings

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## Education

**Bachelor of Science in Applied Mathematics** : Weber State University – Ogden, UT, 2005

## Professional Experience

**Principal Software Engineer** | Indeed.com | 2022 – Present

- Shifting Access Management teams from a product team to a platform team.
- Main Access Management service stats: 55k rps, 10ms p95, 121 connected clients, 99.999% uptime.
- Reshaping Indeed's permissions systems from RBAC to ReBAC (Relationship-Based Access Control).
- Prototyping, analyzing, and comparing different ReBAC database vendors; saving \$280k yearly in contract negotiations.
- Maintained a relationship with our ReBAC vendor and helped them navigate through some growing pains.
- Created and maintained a GraphQL library of Authorization Directives to optimize checking access.
- Supporting and mentoring 17 SWEs on 3 different teams working on Access Management adjacent projects.
- Worked with teams to develop a collection of AI rules and prompts added to our repos to ensure quality AI results.

**Senior Vice President of Software Engineering** | Nexio (Previously Complete Merchant Solutions) | Orem, UT | 2017 – 2022

- Payment processing APIs maintained a 99.999% uptime.
- Orchestrated four teams of developers to meet company goals (3 on premise, 1 outsourced).
- Increased connected 3rd party APIs from 10 to over 40.
- Fostered an environment of growth, safety, and trust, minimizing developer turn over.
- 40% of time spent on a team working with the code (stories, bugs, testing).
- Highly decoupled microservices for stability, reliability, and deployability.
- Created a payment processing API suite from the ground up.
- Started and taught the developer lunch and learn program as well as the Nexio leadership monthly training.
- Wrote a system to generalize vendor payment APIs into a maintainable system.
- Designed/coded/maintained a connection with over 75 payment services APIs.
- Created a payment routing system to maximize uptime for partners.
- Designed, maintained, and defended a complete microservice architecture.
- Event driven architecture to handle real time requests and scheduled ETL processes.

**Software Architect (UX Team Lead)** | InsideSales.com | Provo, UT | 2014 – 2017

- Created a custom AngularJS library for internal development teams.
- Quick deployment of prototypes for proof of concepts web apps.
- Jump started all new web app product's front end.
- CEO's chosen team for prototyping and conference keynote demo software.

**Director of Engineering** | Fishbowl Inventory | Orem, UT | 2005 – 2014

- Started as a junior developer and worked up to the head of engineering.
- Insured the constant improvement of all developers.
- Worked with possible company partnerships as related to technologies.
- Always spent at least 50% of time in code so as to not get disconnected from developer needs.

## Leadership

- Negotiate between developers and designers for speed, cost, and aesthetics.
- Checking product implementation for standard breaking design.
- Lead the development teams to over 90% code coverage.
- Participate in regular managerial review meetings to improve personal and team performance.
- Building a relationship of trust and respect with coworkers to the point of becoming a reservoir of intelligent opinion and cross-directional perspective.
- Orchestrate meetings and documents in preparation for approved new procedures and standards to better refine company processes.
- Train employees on proper use of company tools and equipment, improving effectiveness of employees and safety of those participating with employees.
- Keep employees trained and motivated on new technologies.
- Flexibility in operations has allowed for proper flow of projects and quick reaction to unexpected situations of urgency.

## Engineering

**Indeed's ReBAC Service** | Implementation of a ReBAC service that added a new layer of permissions

- Directly resulting in the successful onboarding of 100K users previously prohibited from the platform.
- Managed vendor API integration by developing a standardized wrapper service, simplifying client implementation and ensuring compliance with internal engineering standards.
- Established a scalable access control architecture (ReBAC) to support and facilitate the development of all future permission-based features.

**encrypt-laravel-5** | Open source library for node to encrypt values the same way as Php's Laravel framework

- Over 100 weekly downloads.
- Zero opened issues.
- Deployed to npmjs.

**Nexio Transaction Service** | Micro-service for deduping transactions from many financial institution systems

- Reading data from rest APIs, webhooks, and sftp fixed width file dumps.
- Processing up to 300,000 transactions a minute from sources in a prioritized order.
- Normalizing the data between the systems.

**ISComponents** | Internal library of CSS and AngularJS directives and services

- Created a standard CSS file built with Sass with proper base files for extending.
- A tile set of CSS classes for responsive design.
- A combo box with paging and filtering that was quick, hotkeyed, and responsive that knew when to drop down, or up, to the left or right, or display full screen on small displays like phones and small iframes.
- Complete JSDocs on all components and services which would build into a doc website that complimented AngularJS' docs.
- 4 out of 6 InsideSales.com products implemented the library within 3 months.