

# RICHARD DILLMAN

Frontend Engineer | Performance Optimizer | Mentor

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## SUMMARY

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Hands-on engineer and mentor with years of experience who works effectively with C-staff to new college graduates and across functions. Design, SEO, Product, & key business metrics all matter when architecting engineering solutions.

## PROFESSIONAL EXPERIENCE

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### THE MUSE | REMOTE | DECEMBER 2018 – SEPTEMBER 2025

**Senior Director of Engineering** (Career progression: Senior Engineer → Staff → Director → Senior Director)

Led frontend architecture and engineering strategy for a high-traffic career platform serving millions of users. Rebuilt legacy systems, scaled performance, and mentored teams through 0-1 product development.

#### Frontend & Performance

- Rebuilt platform in **Next.js, React, and TypeScript**, driving Lighthouse scores from 40s to 95+ and cutting bundle sizes 80%
- Reduced build times from **45+ minutes to 75 seconds**, enabling rapid iteration and A/B testing
- Delivered **10x organic traffic growth** through performance optimization and structured data implementation
- Architected white-label multi-tenant job platform, opening **\$153K-\$230K annual revenue per tenant**

#### Leadership & Velocity

- Promoted **6 engineers to senior/lead roles** through hands-on mentorship, achieving **95%+ team retention**
- Shipped Next.js infrastructure template used by **4 teams**, cutting project kickoff from **2 weeks to 2 hours** and standardizing build pipelines
- Partnered with Product and Design to align technical decisions with business KPIs and user outcomes

- Increased **SEO traffic by 74K monthly visits** and **applications per user by 50%** through UX redesign

## CONDE NAST | NEW YORK, NY | JULY 2015 – NOVEMBER 2018

**Senior Ad-Tech Engineer** (Career progression: Senior Frontend → Senior Software → Senior Ad-Tech)

Modernized ad delivery systems for 30+ global brands (Vogue, GQ, Wired, Vanity Fair, The New Yorker) serving 229 million monthly users.

- Increased ad visibility from **45% to 85%** by rebuilding cross-brand ad delivery infrastructure
- Improved programmatic yield for **1B+ monthly video views** through scalable frontend pipelines
- Drove **80%+ test coverage** and documentation standards across engineering teams
- Mentored developers and authored RFCs guiding ad platform evolution

## EARLIER EXPERIENCE

Built and scaled web platforms for healthcare (Everyday Health, 30M+ users) and government sectors (foster care systems serving 12,000+ children). Founded and led software consulting firm delivering custom applications for public agencies.