

RICHARD DILLMAN

Leader | Mentor | SEO | Performance

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SUMMARY

Full-stack architect and mentor with decades of experience bridging legacy systems and modern frameworks. I've led modernization efforts from Python, Tornado, and WordPress into unified React, Next.js, and TypeScript platforms that improved performance, SEO, and developer velocity. I'm comfortable working across the stack, from database tuning and API design to front-end optimization and accessibility. I thrive on mentoring engineers, guiding architectural decisions, and helping teams connect their code to business goals.

PROFESSIONAL EXPERIENCE

THE MUSE | REMOTE | DECEMBER 2018 – SEPTEMBER 2025

Senior Director of Engineering (progression: Sr Engineer → Staff → Director → Sr Director)

Directed end-to-end engineering strategy for a high-traffic career platform serving millions of users. Established code standards, CI/CD pipelines, SEO and performance frameworks, and analytics instrumentation that unified frontend and backend development.

- Rebuilt platform in **Next.js, React, and TypeScript**, driving Lighthouse scores from **40 to 95+** and cutting bundle sizes 80%
- Rebuilt CI/CD pipelines reducing deploy 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**
- Optimized PostgreSQL queries, added strategic indexes, and implemented caching layers (Redis), reducing page load times from **3.5s to 800ms**
- Shipped Next.js infrastructure template used by **4 teams**, cutting project kickoff from **2 weeks to 2 hours** and standardizing build pipelines
- Increased **SEO traffic by 74K monthly visits** and **applications per user by 50%** through UX redesign

CONDÉ NAST | NEW YORK, NY | JULY 2015 – NOVEMBER 2018

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

Owned architecture and delivery of a cross-brand ad tech platform spanning 30+ Condé Nast properties. Unified multiple legacy back- and front-end systems into a scalable ad delivery framework serving 229 million users monthly.

- Rebuilt **cross-brand ad delivery infrastructure** using Node.js microservices and React, increasing ad visibility from **45% to 85%** and revenue by **\$2M+ annually** (equivalent to **\$994K annual yield improvement**)
- Unified React-Node services with standardized deployment and shared components across 30+ brand properties (Vogue, GQ, Wired, Vanity Fair, The New Yorker)
- Developed **RESTful APIs** for programmatic ad bidding, real-time auction systems, and analytics, handling **1B+ monthly requests**
- Optimized backend pipelines for **1B+ monthly video views**, implementing caching strategies, CDN integration, and load balancing
- Achieved **80%+ test coverage** using Jest, Mocha, and integration testing frameworks, establishing testing standards and authoring RFCs across engineering teams

EARLIER EXPERIENCE

- **Everyday Health:** Scaled consumer health platforms reaching 30 M+ monthly users across Everyday Health, What to Expect, and MedPage Today, ensuring compliant (HIPAA, COPPA, CCPA, GDPR) data handling and strong SEO and page speed performance.
- **CatalpaSoft (Founder):** Delivered secure ColdFusion and MSSQL solutions for state foster-care agencies, digitizing workflows for 12 000+ children and 3000 households while meeting government data-security and compliance standards.

TECHNICAL SKILLS

- **Frontend:** React.js, TypeScript, JavaScript (ES6+), Next.js, SCSS, CSS Modules, Tailwind, Storybook, ShadCN
- **Backend:** Node.js, Express.js, Koa, Python, RESTful APIs, GraphQL, FastAPI, Django
- **Database:** PostgreSQL, MySQL, NoSQL/DynamoDB, MSQQL, Redis, Prisma
- **Cloud & DevOps:** AWS (Lambda, RDS, S3, API Gateway), Docker, CI/CD pipelines (CircleCI, Jenkins, Github Actions), Cloudflare, Infrastructure as Code
- **Analytics & Observability:** Snowplow, Datadog, Looker, Redshift, Google Analytics, Statsig, Core Web Vitals, Google Search Console, GA4, GTM
- **General:** Git, Agile/Scrum, microservices architecture, serverless, event-driven systems, performance optimization, mentoring, SEO