

# RICHARD DILLMAN

Leader • Mentor • Optimizer • Scaling Teams & Systems

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## EXECUTIVE SUMMARY

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Engineering leader with more than two decades building scalable, high-performance web platforms. Known for aligning technology and business strategy, mentoring high-impact teams, and modernizing legacy systems with measurable results. Passionate about mentorship, clean scalable code, and bridging engineering execution with meaningful business outcomes.

## PROFESSIONAL EXPERIENCE

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### THE MUSE | Remote | December 2018 – September 2025

**Career Progression:** Senior Application Engineer → Staff Engineer → Director of Application Development → Senior Director of Engineering

Owned engineering strategy and organizational growth for The Muse, a high-traffic career platform helping millions find meaningful work. Partnered with Product, Design, and leadership to modernize architecture, scale systems, and foster a culture of technical excellence.

#### Leadership and Organizational Impact

- Directed a multi-level engineering organization through platform modernization, increasing delivery velocity and accountability across teams.
- Established The Muse's first AI development framework by formalizing Claude Code as a structured AI contributor, integrating autonomous code review and issue management into daily workflows.
- Built a mentorship-driven culture: promoted 6 engineers to senior or lead roles and instituted quarterly growth reviews.
- Partnered cross-functionally with Product and Design leadership to align technical strategy with business priorities and measurable KPIs.
- Instituted org-wide quality standards (ESLint, Prettier, Jest, Pytest), cutting defect rates and establishing continuous improvement practices.

#### Business and Technical Results

- Opened a new **\$153K–\$230K annual revenue stream** per tenant by architecting a white-label, multi-tenant job platform for B2B clients.
- Grew **annual ad revenue by \$994K** through vendor realignment and optimized ad layouts.
- Delivered **10x organic traffic growth** by deploying JSON-LD structured data and re-architecting performance pipelines.
- Reduced **build times from 45+ minutes to 75 seconds**, accelerating release cadence and enabling more frequent A/B testing.
- Increased **SEO traffic by 74K monthly visits** and **applications per user by 50%** through UX redesign and data-driven experimentation.
- Launched reusable Next.js infrastructure adopted company-wide, reducing onboarding time and ensuring technical consistency.

## **CONDE NAST | New York, NY | July 2015 – November 2018**

**Career Progression:** Senior Front End Engineer → Senior Software Engineer Senior → Senior Ad-Tech Engineer

Modernized ad delivery and monetization infrastructure across global brands including Vogue, GQ, Wired, Vanity Fair, and The New Yorker, supporting more than 229 million monthly users.

- Increased ad visibility from **45% to 85%** by rebuilding cross-brand ad delivery systems for 30+ global publications.
- Improved inventory fill and programmatic yield for **1B+ monthly video views** through scalable pipeline enhancements.
- Drove **80%+ test coverage** and documentation standards across editorial engineering teams.
- Mentored developers and authored RFCs guiding ad platform evolution.

## **EVERYDAY HEALTH | New York, NY | January 2012 – July 2015**

**Career Progression:** Front End Engineer → Senior Front End Engineer

Developed and optimized consumer health platforms reaching 30M+ monthly users across Everyday Health, What to Expect, and MedPage Today.

- Improved load performance by **54%** and reduced requests by **53%**, enhancing Core Web Vitals and SEO.
- Delivered **+86% CTR** through streamlined ad integrations with Google, Swoop, and Taboola.
- Presented emerging frontend practices in internal engineering forums, elevating team standards.

## **CATALPASOFT | Indianapolis, IN | January 2003 – January 2012**

**Senior Software Engineer / CEO (Founder)**

Founded and led a software firm delivering digital platforms for foster care and child welfare agencies across Indiana and the Midwest.

- Accelerated placements for **12,000+ children** across 3,000 households by digitizing foster/adoption processing.
- Reduced manual workloads and saved **\$400K+ annually** through automation and workflow modernization.
- Expanded product adoption regionally, collaborating with state agencies on recruitment initiatives.

## **TECHNICAL SKILLS**

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- **Languages and Frameworks:** TypeScript, JavaScript, Python, React, Next.js, Node.js, HTML5, CSS3
- **Performance and SEO:** Core Web Vitals, Lighthouse, JSON-LD, Schema.org, Google Search Console
- **Infrastructure:** AWS, Docker, Vercel, CircleCI, GitHub Actions
- **Testing:** Jest, Cypress, Playwright, ESLint, Prettier
- **Data:** PostgreSQL, MySQL, Redis, REST APIs, GraphQL