Richard Dillman

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Hands-On Tech Leadership | Scaling Teams & Systems

I love building fast, reliable products, and helping others grow while I do it. I'm passionate about SEO, Page Speed, and clean, scalable code. At The Muse, I lead with curiosity, clarity, and care—bridging tech and business. Nearly a decade later, my code still powers ads on sites like Vogue, GQ, Wired, and The New Yorker.

WORK EXPERIENCE

The Muse   **12/2023 - Present**
Senior Director of Engineering • Full-time   **Remote**

I lead engineering at The Muse, where we build sites that help people find jobs they actually want. My work spans long-term technical planning, mentoring, hands-on architecture, and whatever's needed to keep the team moving and the site performing.

I collaborate closely with Product, Design, and leadership to shape our roadmap and make sure we're shipping the right things at the right time. On the technical side, I help guide decisions across a modern stack (Next.js, React, TypeScript, Python) with a focus on performance, maintainability, and developer sanity.

I've formalized Claude's role as a structured contributor, to where Claude can independently handle GitHub issues, do basic code review, and much more. I'm happy to discuss the details.

I care a lot about mentorship. That includes working with junior engineers, senior ICs, and even AI Agents like Claude—who can be fast and helpful but still needs tight direction and thorough review.
I've built experimentation into our workflow so we can measure the impact of what we ship, and I keep a close eye on the basics: performance (Web Vitals, Lighthouse), observability (Datadog, GA), and code quality (linting, typing, testing, and formatting with DX pipelines like ESLint, Mypy, Prettier, Jest, and PyTest).

More on my profile at The Muse - https://www.themuse.com/profiles/themuse/person/richard-dillman

- **White-labeled a Multi-tenant Job Search site** that has a projected revenue of: $153K–$230K/year/tenant
- **Extending white-label architecture** across additional site modules to enable broader partner adoption and unlock new revenue opportunities.
- **Replaced infinite scroll with paginated search**, improving Google crawlability and indexing depth—resulting in a 74K/month increase in SEO-driven visits.
- **Migrated to a new ad partner** with improved layouts, richer ad formats, and more relevant content. This boosted revenue by 15%.
- **Enhanced Search Engagement** with Personalized Features, increasing searches per user by 13%.

Staff Engineer, Director of Application Development • Full-time   **Remote**

Partnered with leadership, designers, product managers, and engineers to define and execute our product roadmap—aligning priorities, velocity, and quality. Drove architectural direction, establish best practices, and ensure we're delivering reliable, maintainable software.

In addition: Monitor performance across the stack (Web Vitals, SEO, GA, Datadog) and collaborate cross-functionally to resolve bottlenecks.
Communicate team progress clearly to stakeholders across the org. Mentor engineers and help unblock teammates. Champion standardization and testing through ESLint, Jest, and Puppeteer, enforcing strong coverage and clean, consistent code.

- **Ran UX experiments**, resulting in a 22% increase in CTR.
- **Launched Trending Search module**, increasing job search conversions by 13% through end-to-end design and implementation leadership.
- **Spearheaded integration of display ads**—owning every aspect of development and vendor coordination—resulting in $994K in annual revenue growth.
- **Drove engineering consistency** by standardizing linting (ESLint) and testing (Jest) across all teams—reducing bugs and improving code review velocity by 30%.
- **Modernized Multiple page templates** by extracting functionality from legacy Tornado/Python codebases and rebuilding them as scalable microservices—leading to faster iteration and improved performance.

Condé Nast   07/2015 - 11/2018
Senior Software Engineer, Ad Tech, Monetization • Full-time   New York City Metropolitan Area

Supported a high-visibility ad-tech team focused on making advertising more performant, effective, and seamless across brands like *The New Yorker*, *Bon Appétit*, *Wired*, and *Glamour*. I led a full rebuild of cross-brand ad delivery, boosting viewability from 45% to 85% and reducing unfilled impressions across the board. Most of the code I wrote is still being used today.
Core responsibilities:

- Led code reviews, mentored junior engineers, and coordinated directly with 3rd-party vendors.
- Designed shared tooling for org-wide use and guided framework and plugin decisions.
- Authored technical approach documents, handled technology upgrades/migrations, and helped evolve team workflows and integration processes.

- Standardized testing practices across the org, with most projects hitting 80%+ coverage.
- Instituted documentation guidelines (JSDoc, README, internal wikis) for all ad-tech deliverables.
- Removed jQuery dependencies to shrink file sizes and improve page performance.

Everyday Health   01/2012 - 07/2015
Front End Engineer • Full-time   New York City Metropolitan Area

Built mobile-first, responsive web applications in an Agile environment, collaborating with Design, Product, and Content teams. Delivered scalable, test-driven code using SASS (BEM), Bootstrap, JavaScript, and jQuery. Reviewed front-end code, mentored junior developers, and guided 3rd party integration selection, upgrades, and migrations.

- Developed internal systems for cross-team use
- Managed vendor integrations (Google, Swoop, Taboola, etc.)
- Presented on emerging technologies internally

- Reduced page load time by 54%
- Increased ad click-through rate by 86%, while reducing ad impressions by 29%
- Reduced requests 53%

SKILLS

- Accessability
- Ad Tech
- agile web development

- APIs
- AWS
- Book Binding

- Cascading Style Sheets (CSS)
- Claude Code
- color theory

- Cross-browser Compatibility
- Design
- Documentation
- Egyptology
- Elder Scrolls Online
- FrontEnd
- Gardening
- GIT
- Google Publisher tags (GTM)
- Graceful Degradation
- html
- JavaScript
- JIRA
- LLM
- NextJs
- node.js
- progressive enhancement
- React
- restful webservices
- SCSS
- Section 508
- Software Development
- SQL
- TypeScript
- Unit Testing
- Usability
- user experience
- web applications
- web development
- web typography
- World of Warcraft

PROJECTS

White-labeled Multi-tenant Job Search   04/2025 - 06/2025

The Muse

Launched a white-labeled multi-tenant job search platform in partnership with WTOP (8M UV/month). Developed infrastructure for scalable syndication to external partners while maintaining attribution and monetization on The Muse's backend. We leveraged Claude Code, Nextjs, Turbo, Jotai, Elastic Search, and FastAPI

Outcomes:
- Projected revenue uplift: $153K–$230K/year per tenant
- Laid foundation for future white-label opportunities

AI search for Articles (Maya)   11/2024 - 12/2024

The Muse

Designed and led the development of Maya, an AI-powered content discovery system that surfaced over 24,000 articles from The Muse and Fairy God Boss. This product enhances on-site engagement by addressing limitations in article discoverability, while positioning the platform for an AI-first search future.

Outcomes:
- Increased article pageviews by 3,500 unique users/month
- Boosted organic reach and PR-driven traffic
- Created new top-of-funnel monetization opportunities

Two-Paned Job Search Two-Paned Job Search   10/2024 - 11/2024

The Muse

Revamped the job search UX to a two-pane layout, allowing job seekers to browse and view job details in the same tab. Improved user experience and SEO through inline navigation and new indexable URLs.

Outcomes:
- 50% increase in job applications per user

Direct Apply Dynamic Forms   04/2023 - 06/2023

The Muse

Google has indicated they'll prioritize sites with direct applications in Google Jobs. To this end, we partnered with multiple third-party applicant tracking systems and generated application forms on the fly from JSON descriptions of the forms, including required fields, custom validation, display order, and keeping PII locked down. This took a multi-phase approach, starting with a write-up of the technical approach, including timelines, staffing, and presentation, and interfacing with the engineers at the partner companies to collect specifications and implementation details and, at the same time, building POC variants of each.

Outcomes
- Click through Rate increased by 15%
- Job Applies increased by 10%

Job-Search   02/2021 - 05/2021

The Muse

Replatformed our job search page into microservice using React, NextJs, FastAPI, and Koa. Here we were trying to reduce bloat in the original monolith. The rebuild resulted in:

- a 300% increase in page speed (<3 seconds)
- Web Vitals scores above 90 across the board.