

# RICHARD DILLMAN

Leader | Mentor | SEO | Performance | Speed

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## SUMMARY

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I love building products that feel fast, reliable, and human. Over the years I've grown and mentored engineering teams across healthcare, media, and tech, modernizing platforms and improving how people work together. I focus on clear goals, solid systems, and results that customers can feel and companies can measure. Nearly a decade later, my code still powers ads on sites like Vogue, GQ, Wired, and The New Yorker.

## PROFESSIONAL EXPERIENCE

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

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

- **Directed end-to-end platform modernization:** rebuilt systems in Next.js, React, and TypeScript to improve Lighthouse scores from 40s to 95 plus and reduce bundle size 80 percent
- **Built and scaled engineering teams:** led four cross-functional squads, promoted six engineers to senior or lead roles, and implemented quarterly growth reviews
- **Established AI-assisted workflows:** introduced Claude Code as a structured AI contributor to automate reviews, documentation, and issue triage
- **Led architecture strategy:** standardized CI/CD pipelines, implemented distributed caching, and cut build times from 45 minutes to 75 seconds
- **Aligned technology with business goals:** partnered with Product and Design to translate objectives into measurable KPIs and clear technical roadmaps
- **Expanded revenue impact:** launched a multi-tenant job platform generating 150K–230K dollars per tenant annually and increased ad yield by 994K dollars per year
- **Elevated performance and SEO:** achieved tenfold organic growth and 74K more monthly visits through structured data and performance optimization
- **Improved customer outcomes:** boosted job-application rate 50 percent through UX experimentation and data-driven iteration

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

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

- **Led ad-tech rebuild:** raised viewability from 45 to 85 percent and improved yield for one billion+ monthly video views
- **Unified React-Node services:** standardized deployment and shared components across brands
- **Aligned UX and revenue:** partnered with Product and Monetization to boost performance without hurting experience
- **Defined engineering standards:** authored RFCs, trained developers, and kept 80 percent+ test coverage

## EARLIER EXPERIENCE

Shaped large-scale web initiatives in healthcare, media, and public-sector technology. At Everyday Health, improved platform performance and engagement across a network reaching more than 30 million monthly users. Founded CatalpaSoft, developing digital systems for foster-care and child-welfare agencies that accelerated case processing for thousands of children. Experience includes front-end architecture, API design, and coordinated delivery across regulated and data-sensitive environments.

## SELECTED SKILLS

- **Leadership:** team growth, mentorship, cross-functional collaboration, goal alignment
- **Architecture:** cloud-native systems, microservices, serverless infrastructure, multi-tenant SaaS
- **Frontend:** React, Next.js, TypeScript, performance optimization, accessibility, SEO
- **Backend:** Node.js, Express, API design, database modeling, CI/CD pipelines
- **Tooling:** Docker, AWS, Vercel, GitHub Actions, CircleCI, Jest, Vitest
- **Culture:** AI-assisted development, documentation, measurable outcomes, continuous improvement