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Profile

I'm seeking a software engineering manager role. I'm passionate about social interaction, I love the creativity and craft of programming, and I enjoy the opportunities and challenges that come with being a software engineering manager, playing the roles of strategist, leader, therapist, engineer, and mediator, among others. I resolve conflicts head-on, dealing with them calmly, humanely, and creatively. I'm down to earth, practical, and pragmatic, bringing ideas out of the clouds and into concrete goals and plans.

My engineering skills and experience, coupled with my emotional IQ, empathy, and compassion, contribute to my effectiveness as an engineering manager. I don't have all the answers, and am continuously growing and learning from others. An optimist at heart, I spread positivity, focus on solutions, and courageously greet challenges head-on.

I believe people-centered work cultures increase employee happiness, resulting in more productive, creative, and sustainable workplaces, and that human interaction (listening, collaborating, encouraging, conflict-resolution, ...) is essential.

Management Skills

one-on-ones As a manager, I believe 1:1s are essential, and they increase the job satisfaction and productivity of my team through listening, encouragement, and guidance.

managing deadlines Meeting deadlines builds trust, so I manage deadlines carefully by keeping the team on track, reducing distractions, and mitigating risk.

conflict resolution Using practical skills that I've honed in my career, I'm adept at and eager to resolve conflicts among engineers and others.

handling emergencies / incident coordination I have received positive feedback on my ability to handle emergencies. In critical situations I am confident and enjoy tackling the challenges.

pragmatism I have a skill for taking idealistic goals and breaking them down into achievable, pragmatic, stepwise deliverables.

sharing-culture I take initiative to build sharing and learning cultures through activities like brown bags at work and ask-the-audience Q&A sessions at meetups.

Experience

Sabbatical

Feb 2020 - Dec 2020

After Moovel announced they are shutting down, I chose to take a sabbatical to spend time with family and friends, reflect, establish healthy daily habits (meditating, co-learning, co-working, running, journaling, waking early, stretching), learn new technologies, work on apps, and discover activities that I enjoy. I've emerged with increased and renewed self-awareness, health, and relationships, and a renewed sense of purpose and desire for management.

Moovel / Software Engineering Manager, Senior Software Engineer

Nov 2016 - Feb 2020, Portland, OR

As Software Engineering Manager:

- Led a cross-functional development team with six direct reports. We were responsible for iOS and Android apps and backend services for a Google Maps competitor app with mapping, trip planning, and scheduled and real-time transit arrivals. We successfully met multiple aggressive 8-month commitments made to customers prior to the team and myself being hired.
- Led another cross-functional team with seven direct reports. We were responsible for managing the services and data of the complex transit ticket catalogs for our 15 clients. We automated manual processes, increasing efficiency, predictability, and reliability.

My management responsibilities for both teams involved:

- One-on-ones with my team
- Keeping the team focused, assigning tasks, mitigating risk and delays, creating plans-of-action
- Working closely with Product Managers and the team to plan sprints, and to ensure the commitments and technical debt were well-defined, estimated, and managed through the SDLC and delivered on-time
- Hiring
- 24/7 on-call incident coordinator duty -- resolving production outages, defects, and incidents
- Managing agile rituals and artifacts (backlog grooming, sprint planning, retrospectives, standups)
- Conflict resolution
- Creating professional development plans with direct reports
- Presenting at all-hands demos

As Senior Software Engineer:

- Created designs and specifications for new features
- Worked on back-end services (Node, Jenkins, docker, MySQL, Postgres, ElasticSearch, Redis, Splunk, Jenkins, automated testing (unit, functional, integration))
- Worked on a web app for viewing and updating catalog data involving many tables and relationships, using journaling and workflows (React, Redux, html, CSS, JavaScript)

Idealist / Team Lead, Senior Software Engineer

Sep 2015 - Jul 2016, Portland, OR

I worked with 20 other engineers, developing a high-traffic website with over 2 million visits per month with 1 million users and 100k paying customers. Development projects included converting the site to a front-end / RESTful API architecture and implementing an API for

external customers to post jobs. Our development environment was extremely collaborative, with extensive pair programming and mob programming. Selected technologies: Python (Flask, SQLAlchemy, RabbitMQ), PostgreSQL, Redis, HAProxy, nginx, gunicorn, Bamboo, Lambda, API Gateway, DynamoDB, Linux.

Trapit / Senior Platform Engineer

Apr 2014 - Aug 2015, Portland, OR

I worked on the multi-tenanted cloud platform, which was responsible for a RESTful API for web and mobile clients; services to continuously pull content from 100k+ RSS feeds into multiple databases; and other services such as sending email and getting social media share analytics. We emphasized performance, scalability, automated testing, and reliability. We had 100k+ RSS feeds, 10k users, 80 enterprise customers, 30 services, and used 100+ PyPI python packages and standard libraries. Selected technologies: AWS, boto S3, Cassandra, fabric, Linux, nginx, NoSQL, ORM, pillow, pipelines, PostgreSQL, puppet, pystache, RabbitMQ, Redis, RSS, SES, Solr / Lucene, SQL, SQLAlchemy, zmq

Atlatl / Software Architect, Lead Software Engineer

Jan 2013 - Apr 2014, Portland, OR

As employee #10 in a 30-person startup, I was the software architect and team lead for the web application, API's, and database, leading a team of 7 other engineers (3 locally and 4 outsourced in Vietnam). At the time I started there was one other engineer on the team, the software was still in development, and I was actively involved with deploying the project into production for multiple tenants. I championed test automation, code reviews, requirements, architectural designs, configurable features, technical documentation, performance, hiring excellent engineers, automatic test data generation, and logging. Selected technologies: Django, Python, PostgreSQL, Selenium, factory_boy, Linux, Nginx, Memcached, Sentry, JSON, test-driven development (TDD)

Tixie / Software Engineer

June 2012 - Jan 2013, Portland, OR

I added functionality to the webapp, including user registration and profiles, and created processes to calculate and update data. Selected technologies: Python, Django, Amazon AWS/EC2/S3/SES, Celery, CSS, Fabric, factory_boy, HTML, Linux, Memcached, PostgreSQL, RabbitMQ, Sentry, South, SQL

Uncorked Studios / QA Lead (Contract)

August 2011, Portland, OR

I lead the QA effort for a high-profile iOS, Android, Mobile Web, and web app. Features included Facebook sharing, geocoding, reverse geocoding, geotagging, 2D/3D virtual-reality mapping; upload, display, and playback of video, audio, photo, and text.

Huawei / QA Manager (Contract)

Dec 2010 - July 2011, Portland, OR

I managed the QA of a social-networking web app and mobile apps with VoIP, chat, email, and address book features. I managed the test team; recruited and hired; wrote test plan and testcase specifications; and wrote a web app monitoring tool and automated tests. I worked with a remote team across 13 sites in the U.S., England, Ukraine, Russia, and India. Oversaw test automation utilizing Selenium, Python, nose, Ruby, Capybara, and Cucumber.

The Portland Upside / Founder, Publisher, Editor

October 2008 - May 2010, Portland, OR

I started a print and online monthly newspaper of positive stories. We attracted 200+

volunteers to contribute writing, photography, and to help distribute 9000 printed copies each month. I coordinated and worked on all aspects of the paper, including managing volunteers, finding content, selling advertising, editing, layout, printing, distribution, and website creation and maintenance.

Sabbatical

Nov 2006 - Oct 2008, Portland, OR

Initiated a journalism project where I interviewed 27 people; assisted a friend with a startup; helped my wife self-publish two books. I spent time with my family, soul-searched, and got a lot of rest and relaxation. I came out of the sabbatical rested, with a renewed strong interest in self-awareness, relationships, work, and technology.

IBM / Software Engineer

July 2001 - Nov 2006, Portland, OR

Independently conceived, architected, and implemented a Python framework for doing distributed, parallel code execution in an environment with an arbitrary number of clients and servers of various platforms. This resulted in a 200% increase in productivity by a team of 10 test engineers writing automated tests, saving the project \$300,000.

Designed and implemented a multi-threaded, multi-process utility to stress-test a file system by randomly reading from millions of files.

Designed, implemented, and supported a "one-button-test" application for 40 engineers to run sanity tests prior to committing, automating all aspects of setup and running of tests, improving main branch reliability.

Informix / Software Engineer

Nov 1996 - July 2001, Portland, OR

Responsible for maintaining over 30 builds and testing of database engines on various platforms, and providing build and version control customer support for engineers.

Designed and implemented processes and scripts for all build tasks.

Designed and implemented an online organizational chart web app, making it easy for anyone in the company of 3000+ employees to query or traverse the chart by name, site, team, or business unit.

Milner Technologies / Software Engineer

Sep 1992 - Nov 1996, Minneapolis, MN

Added functionality to existing products, including designing and developing a text editor, a graphics-tablet editor, and redesigning the TCP/IP socket communications component.

Education

St. Cloud State University, St. Cloud, MN – B.S. Computer Science, minor Human Relations, Honors Program, 1992.