Peter Hollmer
QA Manager

Houston, Texas
(630) 215-3737
pete.software@verily.org
linkedin.com/in/phollmer
https://github.com/VerilyPete

PROFESSIONAL SUMMARY

QA Manager with 15+ years in test automation and quality engineering, including 8 years building high-performing engineering teams. Built 0-to-1 QA programs at startups in their growth phase, scaled quality engineering in step with company growth, and led multiple teams at mature organizations. Experience automating the testing of distributed applications at scale. Results include tripled automated test coverage, 60% more stories closed each sprint with 40% fewer bugs, and a 35% cut to monthly AWS spending through performance testing, rightsizing instances, and offloading expensive processes.

WORK EXPERIENCE

Self-Employed
Independent Consultant   04/2024 - Present

Pursuing leadership opportunities following role elimination at SnapStream while taking on selective consulting projects.

SnapStream
Director of Engineering   08/2021 - 04/2024

Managed 8 engineers as well as infrastructure and support teams. Defined QA strategy for new product launch while acting as player-coach, building automation and testing alongside the team. Modernized CI/CD pipelines and deployment processes, championed adoption of AI tooling, and led development of SnapStream's first AI features.

- Built automated test suite for new SaaS video recording and streaming product, implementing unit, integration, and E2E tests in GitHub Actions. Defined testing strategy and worked hands-on with the team to execute it.
- Migrated CI/CD pipeline from on-premise Bitbucket/Jenkins to GitHub/GitHub Actions, eliminating build server maintenance and saving 20+ engineering hours monthly
- Created automated deployment system using AWS Systems Manager runbooks, reducing customer instance update time from 6 hours to 30 minutes
- Created synthetic user simulations in Cypress from Mixpanel data to stress test EC2 instances under load. Used resulting data to right-size instances leading to 35% decrease in AWS spending
- Led development of AI-powered features using Claude via Bedrock for video transcript analysis (topic detection, chapterization, summarization)
- Introduced GenAI tooling (GitHub Copilot, Claude) to engineering teams, speeding up both testing and development
- Mentored an SDET to team lead, coached manual QA tester into software engineer role, and mentored an engineer into the company's first AI Engineer
- Translated technical testing results and quality metrics into business impact assessments, preventing premature releases that would have affected major broadcast customers

Software Engineering Manager   01/2021 - 08/2021

Promoted from QA Manager to lead engineering. Implemented Agile/Scrum after becoming a Certified Scrum Master, then used data from GitHub, JIRA, and performance testing to identify and fix process inefficiencies: engineers getting lost in oversized stories, oversized AWS instances, and inefficient regression testing.

- Designed real-world scenario testing using Mixpanel data to identify critical user workflows across distributed video capture and processing system, implementing smoke tests covering high-priority paths for every commit without slowing the team down
- Established quality gates through definition of done requiring unit, integration, and E2E tests, code coverage thresholds, and a multi-point code review checklist before stories were eligible for demo at sprint review
- Tracked engineering metrics and delivered 60% velocity increase and 40% fewer defects within two quarters through WIP limits, story decomposition, and shifting quality left
- Streamlined pre-release regression testing by using diff analysis to selectively include only modified code and its dependencies in the run

Software QA Manager   08/2016 - 01/2021

Led QA team ensuring the quality of the hardware and software backing SnapStream's flagship video SaaS application and related products. Oversaw functional and performance testing across multiple deployment platforms (rackmount appliances, consumer SFF PCs, cloud instances), custom 4-stream H.264 encoder platform, and Android set-top box. Maintained 5-year support windows requiring compatibility testing across all platform versions.

- Owned testing strategy for SnapStream's cloud platform launch, adapting QA approach to handle serverless microservices and distributed system challenges
- Improved existing Selenium test suite, then upskilled manual testers to write automated functional tests, tripling automated test coverage in a product not optimized for automation while eliminating flakiness
- Cut manual regression cycle from 6 days to under 4 days by removing redundant cases and reusing complex setup steps for multiple tests when risk allowed
- Overhauled QA process and tooling, shifting team focus from ticket-closing to opinionated software critics by coaching engineers to hunt for edge cases, think like a user to sniff out user experience issues, and rain down abuse upon potential failure points

Senior QA Engineer   03/2016 - 08/2016

Promoted to QA Manager within 6 months after bringing structure to QA operations in a leaderless team. Established test planning standards, end-to-end bug ownership, and modernized test management tooling by introducing TestRail for test case management and reworking existing JIRA flows.

Earlier Experience

Senior/Staff QA Engineer   06/2007 - 03/2016

8 years at Sony Creative Software (Sound Forge, Vegas Pro), followed by roles at CS Disco (legal tech) and Swimlane (security orchestration). Built test automation frameworks, discovered critical security vulnerabilities, and led UAT with external users across desktop and SaaS applications.

CERTIFICATIONS

Professional Scrum Master   01/2020
Scrum.org

AWS Certified Cloud Practitioner
Amazon Web Services

PROJECTS

Personal Website Test Automation & Deployment
- Built a personal website deployed to Kubernetes (k0s) in Oracle's Cloud
- Implemented multi-layered test automation suite featuring Playwright E2E tests, axe-core accessibility validation, performance testing, and cross-browser compatibility checks running on GitHub Actions

SKILLS

Test Automation & Frameworks: AI-based browser automation with Playwright MCP, BrowserStack, CI/CD quality gates, Cypress, Playwright, pytest, Release validation, Selenium WebDriver, Test infrastructure design

CI/CD & DevOps: AWS Systems Manager, Docker, GitHub Actions, Jenkins, Podman, TeamCity

Performance & Reliability: Load testing, Observability and monitoring integration, Performance testing of distributed applications, Real-world scenario testing, Stress testing, Synthetic user simulation

Distributed Systems & Cloud Testing: AWS (API Gateway, SQS, EC2, S3, Lambda, DynamoDB, Bedrock), CI-integrated E2E testing, Multi-deployment testing (SaaS + on-premise), Test data management

Test Management & Defect Tracking: Defect lifecycle management, JIRA, Requirements analysis, Test planning, TestRail

Methodologies: Agile/Scrum, Certified Scrum Master, Gherkin syntax, Kanban