

Andrew Barrows

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Objective

Extensive experience leading software engineering teams across a diverse portfolio of digital products and services. I have evolved into a respected leader capable of managing software engineering teams effectively. My commitment to the success, growth, and prosperity of the software engineers on my team is unparalleled. Committed to driving [COMPANY_NAME]'s vision forward, I am eager to leverage my skills to contribute to the [COMPANY_NAME]'s success and the professional development of its engineers.

Work Experience

Andrews McMeel Universal - Kansas City, Missouri

Engineering Manager (06/2019 - 04/2024)

- Led front-end engineering architecture and development across 15 key websites and services, **culminating in a peak of 8.6 million monthly user impressions while managing software engineers across three product teams.**
- **Supervised front-end operations delivering over 16,000+ digital assets monthly**, including comics, games, and puzzles for prestigious clients like Apple, Amazon, and USA Today directly contributing to multi-million dollar annual revenue streams.
- Played an key role in company-wide AI adoption. Through extensive training and usage of enterprise level models like GitHub CoPilot, Gemini Pro, and ChatGPT, **corporate AI integration guidelines were development** in collaboration with technical leadership.
- **Reduced hosting cost by 60% by facilitating a 5-year cloud migration plan to Azure.** Transitioned 20+ digital products and 40+ web services to boost operational efficiency, scalability, and security within our digital ecosystem while coordinating front-end efforts with DevOps.
- **Reduced time to setup new web applications by over 70% and significantly enhanced developer experience** by employing a 'Principle' web application template, front-end had a centralized blueprint for our evolving standards, tooling, and common components. As new patterns emerged, all connected projects were automatically synced with those changes.
- Revolutionized the front-end development workflow by automating non-coding activities throughout a ticket's lifecycle. **This breakthrough reduced admin time from over an hour to less than five minutes, all without leaving VS Code.** The workflow was widely acclaimed as a new benchmark in developer experience and productivity.
- Proven track record of inspiring others by fostering exceptional growth and development, more front-end engineering job promotions were realized than all other technical teams combined during my tenure as manager.
- Promoted growth mindset culture throughout technical teams and across the company.Â Achieved by pioneering a new career growth system of streamlined technical roles and progressive career paths.
- Reduced onboarding time for new software engineers from 60 days to 14 days by creating an onboarding procedure which included ever evolving automations, dotfile scripts, and tooling.
- Dramatically improved our engineering hiring process by introducing a Candidate Engagement Matrix, setting a new benchmark in efficient and inclusive hiring practices while evolving from hundreds of interviews and continuously improved through recruiter feedback.
- Directed alongside 3 other engineering managers during the rapid and successful response to a state-sponsored ransomware attack. Within four days we achieved 100% data recovery without paying a ransom. Maintained service continuity, all SLA commitments, and conducted operating system scans for 150 employees while coordinating efforts with senior leadership, cyber insurance, and FBI.
- Increased deployment speeds by 22% and exponentially improved code and product quality on our flagship applications while in close collaboration with our DevOps team.
- **Cut the annual digital product development budget by nearly 50%, saving the department**

over \$14,000, by using a zero-based budgeting process, we eliminated many unnecessary expenses and strategically shifted to more cost effective platforms like Jira, Github, and a new negotiated contract with Browserstack.

- **Led User Privacy Compliance Overhaul on our entire portfolio of 40+ digital products resulting in 100% privacy compliance.** Directed a nine-month initiative to align with CCPA, GDPR, and COPA regulations, collaborated with key stakeholders, vendors and trained 3 teams in Privacy-First best practices.
- **Planned and supervised a successful 3 month enterprise migration from Bitbucket to Github.com** by grooming our 400+ repositories, we succeeded in moving 250 of our active repositories while coordinating with lead engineers from each technical team.

Lead Front-End Web Developer (01/2017 - 06/2019)

- **Led our front-end engineering team to win a 2020 Webby Award** Interfaced between 9 teams while guiding and mentoring the front-end engineers. We successfully built and released thefarside.com before our contractual deadline.
- **Appointed as the primary liaison during an independent company-wide security audit resulting in a successful, low risk final assessment** For 60 days coordinated preemptive security improvements to our software engineers while cooperating with consultants in a transparent and organized fashion.
- **Planned and succeeded in transforming the department's front-end tech stack** from an outdated Ruby on Rails ecosystem full of high risk vulnerabilities to a modern, scalable architecture with React, Next.js, and other competitive technologies.
- **Initiated and led the adoption of the Atlassian suite (Jira, Confluence, Bitbucket),** streamlining task management by building highly customized workflows for our engineers and stakeholders. This effort drove huge improvements in efficiency and productivity.
- **Reduced maintenance and technical debt effort by 70% across all consumer facing products.** Proposed to senior leadership and coached my peer technical leads on the adoption of several maintenance strategies using tools like Smart Plug-in Manager, Dependabot, template syncing, and other dependency automations.
- **Reduced UX team and front-end rework by 60%** through embracing component libraries and unified design tokens while collaborating with UX designers and front-end engineers.
- **Served a crucial role in the education and facilitating the adoption of advanced front-end strategies, thereby enhancing our digital market success.** This included implementing responsive design, A/B testing, SEO, style guides, web-accessibility, deployment checklists, web performance audits among other leading industry standards in our development process.

Web Designer (03/2012 - 01/2017)

- **Planned and executed the front-end architecture for our syndication service *GoContent*** Architected web service which operated for almost a decade. Embedding syndicated comics, games, and text articles within enterprise level clients' websites like USAToday.com, WashingtonPost.com and New York Times reaching 4.5 million users per month.
- **Planned, designed, and coded most successful digital retention campaign in AMU's history** With little assistance; yielding 19,000 new premium users with a conversion rate of 7.2%.
- **Co-developed the award-winning GoComics mobile app** which maintained a 4.4 app rating while active with tens of thousands of subscribers. *Entertainment Weekly* featured the mobile app on the "Must Have" list in May 2013.
- **Served as the Product Owner and lead engineer during a redesign of Uexpress.com.** Introduced a global article tagging system, related content system, and successfully added an entire catalog of over 80 columnists; like Dear Abby and Miss Manners.
- **Led and coordinated over 6k successful production releases by personally totalling 26,000 contributions.** This effort improved and supported a massive ecosystem of web applications and services with over three million lines of proprietary code.

- Played a pivotal role in building dozens of web applications and services for the digital product *GoComics*. Contributed to a steady climb above benchmark growth and **reaching nearly one billion page views in 2013** - almost 10% higher than the previous year.

Flash Developer (03/2010 - 02/2012)

- **Proactively led our transition from Flash to HTML5** years ahead of browsers dropping support. After ample research, I proposed a strategy and guidelines for external game developers to rewrite our core game titles like USA Today Crossword, Daily Sudoku, and AARP Crossword.
- **Reduced ongoing game maintenance by 90%** Transformed 80+ games into a version controlled catalog of scalable flash games engines capable of client-branded versions.
- **Eradicated a 12-month backlog within the first 6 months** by establishing robust QA testing plans and applying defensive coding best practices.

Adamson USA - Lee Summit, Missouri

Web Integrator (01/2009 - 02/2010)

- Secured and retained major clients by delivering digital marketing products to **iconic brands like Kawasaki, ExxonMobil, Earth's Best, some boasting six-figure budgets.**
- Extending company and client digital capabilities by serving our team as the primary web developer, I completing several high-value CMS driven site rebuilds including the company's corporate website.
- Executed dozens of successful multi-channel digital marketing campaigns through coordination of email, web, and video promotions while working with a small team of web developers and designers.
- Enhanced user engagement and improved click-through rates by using data-driven strategies to execute multiple email campaigns in close collaboration with our clients.

Technical Expertise

Proficiencies: HTML5, CSS, SCSS, JavaScript, React, Babel, TypeScript, Markdown, XML, UML, YAML, Bootstrap, NodeJs, Jest, Playwright, Cypress, Testing Library, JSON, Python, Django, Svelte, Next.js, Java, Ruby, Rails, PHP, Shell, Powershell, ZSH, Git, MySQL, PostgreSQL, Mongo, GraphQL, Docker, Kubernetes

Tools: Photoshop, Illustrator, Figma, Omni-Graffle, Draw.Io, VS Code, JetBrains WebStorm, Docker Desktop, Github Codespaces, K9s, Github Actions, Copilot, Chat GPT, Claude, Jira, Confluence, Asana, iTerm, Warp, Wordpress, Mac OSX, Unix, GCP, AWS, Microsoft Azure, Github Enterprise, Sentry Error Reporting, Zendesk Enterprise

Advanced Skills: Scrum and Kanban methodologies, Accessibility, Application Security, Artificial Intelligence, Automated Testing And QA, Back-End Web Development, Client-side Debugging, Cloud Hosting and Operations, CMS Systems, Continuous Integration, Build Process and Delivery, Data Science And Analytics, Developer Experience, Development Operations, Digital Marketing, Ecommerce Systems, Email Campaigns & Templates, Fullstack Development, Front-End Web Development, Information Architecture, Online Compliance, Programmatic Advertising, Project Management, SEO, Software Architecture, Team Environment and Tooling, Technical Architecture, Technical Management, Third Party Advertising, User Behavior Analytics, User Experience Design, Web Performance

Education

Centriq Information Technology Training Certified Internet Webmaster - Completed 2006

United States Army Special Operations Command Schooling for Psychological Warfare - Completed 2003