

Alex D. Bannon

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Product-Focused Senior Engineering Manager

I am a team-oriented, self-motivated, and product-focused engineering manager with over 10 years of experience creating software and over 3 years leading and managing cross-functional technical teams. I prefer a direct approach to challenges and I thrive in candid, communicative, and collaborative environments.

Key Skills

JavaScript, Angular, React, Node, Ruby, Rails, C#, .NET, Python, Django, Go, PostgreSQL, MongoDB, Cosmos DB, AWS, Azure, Docker, K8s, Jenkins, technical design, software development lifecycle, cross-team planning

Experience

Quadpay (Acquired By Zip Co)

Senior Engineering Manager, Payments

April 2021 – Present

Engineering Manager, Payments

January 2020 - April 2021

- Manage the payments department, currently 3 squads and 12 direct reports including 2 EMs; responsible for all charges, refunds, and disbursements to merchants with roughly \$8.5mm in daily transaction volume.
- Inspire direct reports with mentorship, one-on-ones, goal-setting, feedback, and formal and informal reviews.
- Overhauled the hiring process with the help of co-members of the DEI committee, transitioning to a points and quality-based system, creating a hiring panel, and standardizing questions to eliminate common biases.
- Instituted agile processes including sprint frameworks, fibonacci-style ticket sizing, refinement, estimation, commitment, and retros; measure and maintain velocity by identifying and getting ahead of blockers.
- Led on numerous projects including launching Quadpay in international markets, migrating from a monolithic architecture to microservices, compliance-driven changes to our fee structures, modernizing our accounting software and practices, implementing strong customer authentication, adapting to multiple payment processors and issuers, and scaling up our code and infrastructure to handle the 300%+ yoy growth.
- Report directly to the CTO of a 50 person engineering team.

Kaplan, Inc - Lead Engineer at Metis

May 2018 – January 2020

- Built out and led the engineering department at the data-science division of Kaplan called Metis.
- Responsible for communicating velocity, vision, successes, and challenges directly to the President and C-Suite, coordinating top-down goals, KPIs, velocity, and deliverables utilizing agile methodologies.
- Managed 6 direct reports through one-on-ones, mentorship, training, on-boarding, and day-to-day guidance.
- Hire and onboard new engineers, building the new department from 1 engineer to 6 in the first year.
- Conduct product planning and prioritization meetings, scope projects before prioritization, design solutions to problems, head kickoff meetings, and communicate progress and data-driven results back to key stakeholders.
- Utilize Ruby on Rails, Postgres, React, ERB, Heroku, Cloudflare, S3, JavaScript, and Salesforce to design and implement solutions to prioritized projects.
- Enacted a CI system, increased test coverage from 0% to 90%, and enforced testing best practices.

Blackbook - Lead Software Engineer

October 2017 – May 2018

- Led the 3 person engineering team, reporting directly to the CEO before it ran out of runway in May.
- Instituted an agile workflow and sprint process that included: 2 week sprints, migrating from Google Docs to Trello, and setting up code reviews and minimum requirements for pull requests.
- Implemented unit and e2e testing across three apps and improved testing coverage.
- Migrated the app from a reservation-based system to on-demand ordering with POS integration utilizing Ionic/Cordova, Angular 2, Node, Koa, JavaScript, MongoDB, and Mongoose.

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Experience Continued

Mobile Posse (Acquired By Digital Turbine)

Senior Full Stack Developer

December 2016 - June 2017

Full Stack Developer

October 2015 – December 2016

- Created and maintained various user-facing applications built in Node, Express, Postgres, and Angular as well as sites built with Node, Express, Handlebars, and DynamoDB.
- Formalized the onboarding process for new hires. Established and maintained best coding/testing practices.
- Updated gulp build processes and node versions and implemented new tools for analytics tracking.
- Oversaw the migration of ad providers from AdSense to header bidding and DFP.

Consultant - Freelance Engineer

August 2010 – June 2015

- Key clients included National Education Association, NARAL, Center for Global Policy Solutions, DNC
- Built public-facing and internal web apps for policy-focused clients primarily utilizing JavaScript frameworks and relational databases (MySQL, PostgreSQL), with a focus on data security and data management.
- Applications varied in complexity from maintaining simple brochure sites to automatically ingesting news and votes on legislation to build up databases for opposition research.

Education

Hunter College

Computer Science, Non-Degree

Boston University

B.A. Philosophy, Minor in Political Science

B.S. Film and TV

Relevant Coursework

- Introduction to Computer Science - Harvard/edX - Online - 2014
- Algorithms Part 1 - Princeton/Coursera - Online - 2017
- Algorithms Part 2 - Princeton/Coursera - Online - 2017
- Calculus 2 - Hunter College - In Person - 2019
- Discrete Structures - Hunter College - In Person - 2019
- Computer Theory I - Hunter College - Hybrid Online/In-Person - 2020
- Automata Theory - Stanford - Online - 2021

Current Projects

BrowserSTREAMS

A Node, Express, Postgres, and Angular app where users browse data from Netflix, Hulu, HBO, and Amazon. Data is gathered from the Guidebox API and supplemented with data from IMDb and occasional Cheerio scraping. Currently experimenting with Swift to build out an iOS app that consumes the web API.

Payback

A C# and .NET app where people can donate against political candidates instead of to one, useful when politicians do something that you're particularly annoyed about but when that candidate doesn't have an opponent yet.

Diatribes

Written in Python and Golang, I am currently experimenting with NLP and processing reviews from multiple sources in order to enable Product teams to better understand their users and make data-based decisions on bugs, features, and roadmaps.