Alex D. Bannon

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Product-Focused Engineering Leader

I am a team-oriented, self-motivated, and product-focused engineering leader with over 10 years of experience creating software and over 6 years leading and managing cross-functional technical departments. I prefer a direct approach to challenges and I thrive in candid, communicative, and collaborative environments.

Key Skills

Cross-functional leadership and collaboration, agile methodologies, stakeholder management, technical design, software development lifecycle, cross-team planning, Java, C#, Python, JavaScript, Ruby, Go, React, Node, .NET, PostgreSQL, BigQuery, BigTable, Mongo, Pub/Sub, Kafka, Lambda, GCS, AWS, Azure, Docker, K8s, Jenkins

Experience

Spotify

Technical Head of the Safety Vertical — February 2023 - Present

Engineering Manager II, Content Moderation — September 2021 - February 2023

- Head of the Safety and Content Understanding Vertical within content moderation, comprised of 5 squads in the back-end, machine learning, data engineering, and data science space.
- Oversee hiring of engineering managers, product managers, staff engineers, and senior engineers within two product areas, resulting in the growth of 25 new hires within 18 months.
- Handle increased scale of both systems and people by instituting agile processes, overhauling documentation and onboarding practices, setting a technical vision, and communicating and measuring key metrics.
- Inspire managers and staff engineers via mentorship, one-on-ones, goal-setting, feedback, and formal reviews.
- Align on and communicate vision, direction, and roadmaps with Group Product Managers and other vertical leads; Create the right incentives for collaboration and execution within the department.

Quadpay (Acquired By Zip Co)

Technical Lead, Payments — January 2020 – September 2021

- Managed the payments department, consisting of 4 squads, 18 engineers, and 2 EMs; responsible for all charges, refunds, and disbursements to merchants with roughly $8.5mm in daily transaction volume.
- Overhauled the hiring process with the help of co-members of the DEI committee, transitioning to pair programming away from whiteboarding algorithms, 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 100 person engineering team.

Kaplan, Inc - Head of Engineering 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 15 direct reports through one-on-ones, mentorship, training, on-boarding, and day-to-day guidance.
- 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.

Experience Continued

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.

Mobile Posse (Acquired By Digital Turbine)
Senior Full Stack Software Engineer   December 2016 - June 2017
Full Stack Software Engineer   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 2011 – 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   **Boston University**
Computer Science, Non-Degree   B.A. Philosophy, Minor in Political Science
                                             B.S. Film and Television

Current Side Project

Diatribe
Written in Python and Golang and deployed on GCS, I am currently experimenting with NLP by ingesting thousands of reviews from multiple sources to understand intent and recurring requests from users, enabling product teams to better understand their users and make data-based decisions on bugs, features, and roadmaps.