ALEX BANNON

Senior Engineering Manager
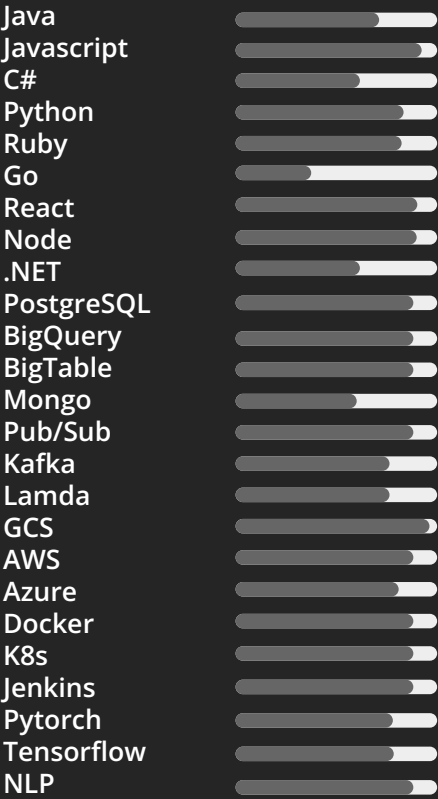
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Management Skills

Cross-functional leadership
Agile methodologies
Scrum
Kanban
Stakeholder management
Technical design
Project management
OKRs and quarterly planning
Cross-team research & execution

Technical Skills

Java
Javascript
C#
Python
Ruby
Go
React
Node
.NET
PostgreSQL
BigQuery
BigTable
Mongo
Pub/Sub
Kafka
Lamda
GCS
AWS
Azure
Docker
K8s
Jenkins
Pytorch
Tensorflow
NLP

Summary

I am a team-oriented, self-motivated, and product-focused engineering leader with 15 years of experience creating software and over 8 years leading and managing cross-functional technical departments up to 50 engineers in size. My experience ranges across machine learning, generative AI, back-end, and data engineering with a focus on content classification and distribution at scale, payments/finance, and automation.

Experience

April 2024 - Present

Head of Engineering, AI and Machine Learning @ Personio

- Architected and built the AI and Data platform for Personio's SaaS HR system.
- Stood up an in-house LLM to leverage for multiple use cases including data projection and analysis, summarization, and recommendations.
- Hired and built up 5 teams in AI, data, machine learning, and data science.
- Successfully launched 5 AI products within the first year.

September 2021 - March 2024

Vertical Tech Lead, Content Understanding @ Spotify

- Technical Lead of the Content Understanding Vertical within Content Platform focused on the safe distribution and consumption of content to millions; composed of 5 squads in the ML, back-end, and data engineering space.
- Built up a pool of safe UGC podcasts and videos through in-house and 3rd party multimodal learning, large language models (LLMs), and AI; 3rd party integrations included OpenAI, Hive AI, and Assembly AI.
- Scaled systems and teams by instituting agile processes, overhauling documentation and onboarding practices, setting a technical vision, and communicating and measuring key metrics.
- Oversaw 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.

January 2020 - September 2021

Senior Engineering Manager, Payments @ Quadpay (Acquired by Zip Co)

- Managed the Payments Engineering Department which was responsible for all charges, refunds, and disbursements to merchants with roughly $3bn in TTV.
- 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.
- Project lead on Quadpay's international launch, 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.

May 2018 - January 2020

Head of Engineering @ Metis (Owned by Kaplan Inc)

- Built out and led the data science and engineering departments
- 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 a 20 person department through one-on-ones, mentorship, training, on-boarding, & direct feedback.
- 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.

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References

Roland Nasr
Relationship: CTO @ Quadpay
Current: CTO @Dorsia
rolandnasr@gmail.com

Matthias Feist
Relationship: Manager @ Spotify
Current: CTO @ FoodFacts
matf.de@gmail.com

Varsha Subrahmanyan
Relationship: Direct Report @ Spotify
Varshasub4@gmail.com

Jason Moss
Relationship: SVP @ Kaplan
Current: Wonderschool
jasonamoss13@yahoo.com

Experience Continued

○ September 2016 - December 2018

Co-Founder, CTO @ Blackbook

- Co-Founded, built, and expanded a FinTech mobile ordering and payment app that boosted revenue by as much as $75K per year at various clubs and restaurants in the Washington, DC area.
- Managed the engineering and product teams, working alongside the CEO as we built up the company.
- Led on investment and client meetings to secure new funding and contracts.
- Built a Point of Sale integration into restaurant systems in DC utilizing Ionic/Cordova, React, Node, Koa, JavaScript, MongoDB, and Mongoose.

○ October 2015 - June 2017

Senior Engineer @ Mobile Posse (Acquired by Digital Turbine)

- 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 & DFP.

○ August 2011 - October 2015

Consultant, Software Engineer

- 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**
Masters of Computer Science (2025 graduation)

○ **Boston University**
Bachelors of Arts in Philosophy
Bachelors of Science in Film and Television

Professional Certifications and Speaking Engagements

- Algorithms 1 - Princeton/Coursera - 2017
- Algorithms 2 - Princeton/Coursera - 2017
- Discrete Structures - Hunter College - 2018
- Computer Theory 1 - Hunter College - 2020
- OWASP PCI Compliance Certification - 2020
- Automata Theory - Stanford - Online - 2021
- Computer Theory 2 - Hunter College - 2022
- Self Supervised Machine Learning - Greenhouse - 2022
- Google Cloud Professional Certification - 2023
- Personio HUG Keynote - 2024
- Scaling Startups, Bubblecon - 2024