

## Doran C. Smith

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I am a Software Engineer with a degree in theoretical mathematics and a background in HR compensation. I have experience working in a fast-paced and dynamic high-tech environment, and excel at collaborating and working on a team. I have a proven track record of communicating the most important details to non-technical audiences, allowing me to better message key takeaways, maintain engagement and facilitate decision making.

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### SKILLS

**Software:** HTML, CSS, JavaScript, React, Axios, MongoDB, Mongoose, Redux, SQL, Express, Node.js, PostgreSQL, Python, Django, Vue, Git, GitHub, Trello, Microsoft Office(Word, Excel, PowerPoint, etc.)

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### SOFTWARE DEVELOPMENT PROJECTS

November 2021 - Present

#### GreatReads: PERN Application

- Build a full-stack (PostgreSQL/Express/React/Node) application in 1 week with a group of 3 other developers
- Designed a spin on GoodReads, which allowed users to share their favorite books and add reviews
- Backend consisted of 5 associated tables, with both one-to-many and many-to-many relationships and was tested using Postico
- Front end was developed with ReactRedux for state management, and a Google Books API was used to add books to the site
- Project was completed in the given timeframe after a combination of individual coding and peer debugging
- Separate Git branches were created for each team member, merges were carefully managed, and Git conflicts were avoided

#### Wellness While Working From Home: MERN Application

- Prompt: Build a full-stack (Mongoose/Express/React/Node) application with a functioning backend and frontend
- Designed a website with tips and yoga poses to help users focus on self care while working from home
- Made RESTful API fetch calls to an Express, MongoDB, Node.js backend handling all create, read, update, delete (CRUD) operations, and tested all backend routes during development using Insomnia
- Constructed a function to allow users to search yoga poses by benefits using filter higher order function, useState and useEffect hooks, and conditional ternary operator
- Added a navigation bar with links to each page utilizing React Router
- Created a wireframe to visually display my desired outcome, an Entity Relationship Diagram (ERD) for the backend, a Component Hierarchy Diagram for the frontend and a Trello Board to get started

#### Memory Card Game: Browser Game

- Prompt: Build a browser-based game utilizing HTML, CSS and JavaScript
  - Created a 16-card memory game using conditional statements, for loops, DOM manipulation and event listeners
  - Made frequent commits using Git control throughout the production of the application
  - Utilized a Trello Board plan and track progress, flexbox and grid for styling, and a detailed README.md to explain the project, credit outside sources and list future enhancements
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### PROFESSIONAL EXPERIENCE

#### Akamai Technologies, Senior Manager Compensation

July 2017 - August 2021

- Managed the company-wide annual compensation cycle process including budgeting, system testing, and reporting to ensure that promotions, salary adjustments, bonuses and equity awards were consistent with compensation trends and corporate objectives
- Built excel databases and models to allow for metric-driven pay-for-performance summaries at the executive level, improving the reporting capabilities of the compensation team
- Analyzed external market movement to model competitive internal salary structures, ensuring appropriate pay for employees based on role, location, and performance
- Created a detailed annual compensation cycle project plan to map out cross-functional milestones, dependencies and accountability to improve the overall process and the experience for the end users
- Promoted twice from Senior Compensation Specialist to Manager to Senior Manager

**Bank of America, Compensation Consultant II**

**July 2008 - June 2017**

- Ensured seamless execution of annual bonus and salary process via high attention to detail, analytical mindset, and strong relationships with compensation partners
  - Partnered closely with multiple compensation and finance teams to manage the forecasting and planning of a \$450MM incentive budget by monitoring incentive targets for ~25k employees vs company-performance-based bonus pool
  - Created analytical modeling, reporting and presentations for executives, executive compensation, human resources and finance in response to regulatory requirements, business needs and market pressures
  - Promoted twice from Compensation Analyst to Compensation Consultant to Consultant II
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**EDUCATION**

**GENERAL ASSEMBLY**

*Full Stack Software Engineering Immersive*

November 2021 - February 2022

**University of Rhode Island**

*Master's of Science in Mathematics*

September 2006 - June 2008

**Providence College**

*Bachelor's of Arts in Mathematics*

September 2002 - June 2006