Andrew Tribone

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Experienced technology leader with a proven track record of building and scaling high-performing engineering teams. Known for strategic planning, cross-functional collaboration, and effective project management. Equally strong in technical and business domains, with expertise in software development, architecture, and system design.

Cortex

Principal Software Engineer

February 2022 - Present | Volcano, HI

- Lead cross-functional teams in the planning, implementation, and deployment of multiple projects.
- Extended microservice catalog to include all types of infrastructure, e.g. databases and blob storage.
- Identified and optimized several inefficient query patterns created by Hibernate, in some case reducing the workload by 99%.
- Streamlined customer workflows by implementing automatic syncing of Cortex initiatives with Jira.

X Delivery

Head of Product and Engineering

September 2020 — December 2021 | Volcano, HI

- Technical lead and manager of the entire engineering and product department, including IT.
- Participated in executive meetings and planning.
- Designed and implemented an efficient cron-based ETL framework using Python to manage complex data pipelines. The system enabled seamless extraction and loading from various technologies, including Athena, SFTP, MongoDB, S3, Redshift, and others.
- Leveraged ETL framework to design and implement a high-performance data ingestion and API solution for parcel tracking. The system processed tens of millions of ingestion events per month, and powered our consumer-facing tracking page.
- Streamlined the tracking process by eliminating manual intervention. Previously, data was extracted from carriers, pieced together, and manually published to our database.
- Extended tracking ingestion to include webhook notifications, by pushing ingested tracking data to third-parties and customers.
- Scaled API application (Node.js & MongoDB) to handle over 1000% growth year-over-year.
- Migrated web server and database from EC2 to ElasticBeanstalk and MongoDB Atlas, respectively.
- Spearheaded the implementation of structured logging utilizing Logz.IO for requests and general application logs. By leveraging these logs, I developed comprehensive dashboards and monitoring systems to detect and prevent system failures and outages, proactively identifying and resolving issues before they impact customers or partners.
- Managed and implemented SOC II gap analysis and remediation, to ensure that the organization meets security and compliance requirements.
- Open-source contributions to `sqlalchemy-reshift`, `nock`, and `luxon-business-days`.

EasyPost

VP of Product

February 2020 — August 2020 | San Francisco, CA

- Member of the executive team.
- Built and maintained strategic initiatives backed by a long-term product roadmap.
- Revamped the engineering and product departments by successfully implementing the Agile Scrum methodology, resulting in enhanced project timeline estimation and effective communication of expectations to the management.
- Operated as the product owner for the Infrastructure and US Carriers engineering teams. Major deliverables include application sharding and UPS Digital Access Program.
- Established regular communication with executives, and other stakeholders, regarding the roadmap and its progress.

- Developed a regular OKR process for the product management team and individuals to continue to assure a metrics-based approach and to drive career development.

Director of Product

December 2018 — February 2020 | San Francisco, CA

- Founding member of the Product Management organization at EasyPost.
- Implemented scalable internal processes for customer escalation management, internal and external feature requests, vendor reviews, etc.
- Improved existing products and built new market-defining products with a focus on making data-driven decisions.
- Recruited and trained a high-performing team of 10+ product managers and designers, with a focus on building a diverse and collaborative group. Developed and implemented initiatives to support their professional growth, including mentorship programs and training sessions.

Director of Engineering

January 2018 — December 2018 | San Francisco, CA

- Day-to-day operator of the Engineering team, head of technical support, and lead application developer.
- Built the first version of our warehouse management system, order management system and transportation management system. Deployed and operated in four warehouses across the country, shipping hundreds of thousands of packages per month.
- Scaled shipping API to support tens of millions of labels generated and hundreds of millions of inbound and outbound requests per month.
- Hired and managed, directly or indirectly, several dozen engineers.

Senior Software Engineer

February 2014 — January 2018 | San Francisco, CA

- Application developer focused on infrastructure related projects, e.g. service-oriented architecture, message queues, testing and software design.
- Introduced and scaled `beanstalkd` message queue that was responsible for processing hundreds of millions of jobs per month. Contributed to open-source projects related to `beanstalkd`.
- Deployed EasyPost's first microservice, which grew to over 200.
- Contributed heavily to system monitoring through structured logging and statistics collection. Our ELK stack processed hundreds of millions of requests per day, and we collected thousands of distinct time series metrics.
- Guided planning and architecture of refactoring monolith in to multiple microservices.

Yelp

Software Engineer

January 2012 — January 2014 | San Francisco, CA

- Application developer focused on B2B APIs for data ingestion and syndication.
- Facilitated Yelp's purchase of Qype by ingesting all company and review data.
- Enabled Apple Map's integration with differential based data dumps of businesses and reviews.

University of Pittsburgh

BS, Computer Science