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# Matthew Curtis

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I am an experienced engineering leader who's passionate about finding innovative ways to get great results. I have led teams at across continents, from startups to industry leaders. I am fascinated by how motivation, incentives, and how business processes help or hinder individual and team performance. My passion is working with ambitious and capable people who love what they do and like to have fun doing it.

## Recent Experience

**Outlier.org**                      New York, NY (Remote)                      April 2021 - Present  
**Software Engineering Manager**

- ◆ Manage a team of 20 developers and 4 QA engineers
- ◆ Responsible for developer reviews, weekly 1:1 meetings, and coaching
- ◆ Regular priorities discussions with Product team to ensure delivery of required features and improvements
- ◆ Sole deployment and merging of production deployments after peer code reviews and QA
- ◆ Lead weekly all-hands meetings with developers
- ◆ Technologies used: Google Cloud, Node.js, React, React Native, Bootstrap, TravisCI, AirTable, PostgreSQL, Redis

**Open-Xchange**                      Palo Alto, CA (Remote)                      March 2015 - April 2021  
**Vice President, Software Engineering and Professional Services - Americas**

- ◆ Built US-based team to compliment the custom development team in Europe
- ◆ Manage two remote development teams with weekly scrum meetings, one-on-one manager discussions, annual reviews, reporting to senior management
- ◆ Participate in pre-sales and post-sales meetings/workshops for requirements gathering, deployment, and account management
- ◆ Work closely with Project Management to coordinate resource allocation, effort estimation, planning, and project post-mortems
- ◆ Coordinate package releases with the Release Team; Integrating documentation, release notes, and customer-specific settings
- ◆ Consult customers on product installation and configuration, as well as customization options
- ◆ Develop custom UI and authentication schemes for [OX App Suite](#) per customer and installation
- ◆ Technologies used: jQuery, Bootstrap, Jenkins, Docker, Debian & RHEL packaging

**BrainRush**                      Los Angeles, CA (Remote)                      November 2012 - November 2014  
**Lead Senior Software Engineer**

- ◆ First programmer hired to develop <http://www.brainrush.com>, educational games written in HTML5
- ◆ Created site, games, and content creation tools using Symfony2, Twitter Bootstrap 3, jQuery, Backbone.js, MySQL, MongoDB, Elastic Search

**Dell Software Group (Kace)**   Mountain View, CA (Remote)                      May 2011 - November 2012  
**Senior Software Developer**

- ◆ Second developer hired on team to create <http://www.itninja.com>
- ◆ Created site using Symfony2, jQuery, Elastic Search, Redis, and Node.JS. Site includes gamification, rating system, full-text search, internal messaging system
- ◆ Created tag system using Node.JS and Redis for fast auto-complete and association

## Other Experience

### AOL

Member of the Online Marketing team, where we created product up-sell microsites and registration flows. This included full A/B testing, rapid deployment, and a data-driven iterative approach to serve the entire customer base.

### The Motley Fool (fool.com)

Created *foolmart*, the online store for customers to purchase physical and digital goods, which reached millions of users and was a significant revenue contributor.

### Smithsonian Institution

Built the new homepage at si.edu to allow non-technical users to manage content and apply consistent designs across sections of the site.

## Education

<b>James Madison University</b>	<b>Harrisonburg, VA</b>	<b>1994 - 1998</b>
<b>B.S., Integrated Science and Technology</b>		

- ◆ Dual Concentration in:
    - Information and Knowledge Management
    - The Environment
  - ◆ Minor in Computer Science
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