

# Ben Tice

---

## Software Engineer

- **Location:** Toronto, Canada
- **Email:** [ben@immigreat.io](mailto:ben@immigreat.io)
- **Website:** <https://www.immigreat.io>

## Experience

---

### ImmiGreat

#### Founder + Software Engineer 01/2024-Present

ImmiGreat makes navigating Canadian immigration easier for newcomers.

- Created immigration points calculators for federal and provincial immigration ranking systems, helping users assess their eligibility.
- Collaborated with consultants and law firms to embed calculators on their websites, enhancing client acquisition through user-friendly tools.
- Pivoted to developing a mobile app using React Native/Expo and Firebase, achieving over 2,000 installs and aiming to be the "Borrowell of Canadian immigration."
- Developed a Physical Presence Calculator to help users track their residency days in Canada for citizenship applications.
- Designed visualizations and tools to simplify interactions with government information, making it more accessible for users.
- Explored partnerships with banks and telecom companies to advertise and offer deals to newcomers to Canada.
- Established partnerships with large immigration blogs to create mutually beneficial collaborations.

### Flip (formerly Redroute)

#### Software Engineer 04/2022-01/2024

Voice automation solutions for retail eCommerce and transportation brands.

- Increased automation on the Taxi Voice product API from 60% to 70%.
- Developed and enhanced integrations with 10+ taxi dispatch systems, including leading integrations with major clients in Australia, USA, and UK.
- Implemented caching mechanisms to reduce Google Location API costs.
- Revamped the customer portal using React/Next.js, replacing the old vanilla JavaScript framework.
- Managed EC2 servers and deployed multiple microservices, ensuring high availability and scalability.
- Utilized Terraform for infrastructure as code, streamlining the management of resources.
- Learned and contributed to a proprietary coding language, developing new features and conventions.
- Improved logging with Datadog, enhancing debugging efficiency and reducing costs.
- Utilized Microsoft Text-to-Speech and Google Speech-to-Text to enhance voice automation capabilities.

## Paddle HR (Acquired by LinkedIn)

### Software Engineer 04/2021-04/2022

AI-powered internal mobility & career growth.

- Developed the PaddleHR portal using React, Django, PostgreSQL, GraphQL, and Neo4j.
- Created engaging data visualizations using D3.js and ApexCharts.
- Conceived new products and features to increase management engagement with the platform.
- Enhanced skill parsing from resumes.
- Integrated the platform with Sendgrid, Slack, and Microsoft Teams using [Paragon](#).

## StackAdapt

### Data Engineer/Analyst 09/2019-01/2021

StackAdapt is the #1 programmatic native demand-side advertising platform.

- Managed data pipelines in Python and JavaScript, working with various AWS services (Elasticsearch, Redshift, S3, etc.).
- Created a search and content recommendation engine to filter through over 20,000 documents.
- Designed a Python API that automated the collection and structuring of sellers.json, ads.txt, and bid level data.
- A/B tested partner supply paths using various profit and quality metrics.

## Acuity Ads

### Campaign Manager Analytics, 09/2018-09/2019

Acuity Ads is a demand-side digital advertising platform.

- Updated and developed an internal analytics application using SQL, PHP, and JavaScript.
- Developed a Python application that automated a previously time-consuming data cleaning process.
- Advised the product team from the perspective of a daily user on current and new features.
- Managed over \$1 million in ad spend.
- Maintained and formed new relationships with over 40 advertisers.

## Creative Destruction Lab

### Research Analyst, 09/2017-08/2018

The CDL is a seed-stage startup accelerator program for science/technology ventures.

- Managed the Lab's data and dashboards tracking 150 companies.
- Developed valuation methodologies for Creative Destruction Lab startups.
- Circulated a monthly newsletter among fellows, alumni companies, and investors.

## Education

---

University of Toronto, St. George

**Class of 2017**

**Bachelor of Science Degree, Statistics**

Relevant Courses: Machine Learning and Data Mining, Statistical Programming, Statistical Computation, Linear Algebra, Calculus, Sampling Methods, and Experiment Design.

Udacity

[React Nanodegree 2019](#)

[Full Stack Nanodegree 2021](#)

## Tools and Skills

---

- Python, TypeScript/JavaScript, React/Redux, React Native, Git
- AWS, GCP, Firebase, S3, Redshift, EC2, Elasticsearch, MongoDB
- REST APIs, ETL Pipelines, Data Modeling, Server Deployment, Containerization, IAM
- Computational Statistics, Data Visualization, and Machine Learning

## Links

---

[LinkedIn](#) [GitHub](#)