

Bianca Isidro

biancaisidro.dev

Experienced engineering leader with a strong track record of building and managing high-performing, remote software teams. Skilled at delivering impactful products through thoughtful architecture and close cross-functional collaboration with Product, Design, and Customer Success. Adept at setting technical direction, mentoring engineers, and fostering a psychologically safe, inclusive team culture. Strong focus on aligning engineering efforts with business goals, managing timelines and budgets, and building trusted relationships with stakeholders at all levels. Passionate about continuous improvement and committed to growing resilient teams through empathy, compassion, and inclusive leadership.

WORK EXPERIENCE

Engineering Manager 2022 – 2025 SaaS Company, Remote

- Managed a remote engineering team of 6 across multiple time zones, consistently delivering product features and enhancements that contributed to doubling daily active usage.
- Spearheaded the rebuild of a legacy tool into a standalone SaaS application, unlocking a new revenue stream and go-to-market strategy.
- Guided the effort to break down a monolithic architecture into microservices, resulting in reduced complexity, faster delivery, fewer bugs, and more efficient CI/CD pipelines.
- Served as a technical advisor during design and planning sessions, ensuring alignment with engineering best practices.
- Improved code quality and team performance through regular code reviews and implementation feedback.
- Led in-depth design reviews to proactively identify potential issues and drive continuous improvement.
- Collaborated cross-functionally with Product, Design, and Customer Success using asynchronous workflows and documentation to support alignment across time zones.
- Championed initiatives to reduce technical debt and resolve legacy bugs, resulting in a 75% decrease in overall issues over the past year.
- Improved reliability and uptime across the SaaS product through robust monitoring, alerting, and incident response systems (80% incident reduction over 8 months).
- Partnered with product and project management to define quarterly roadmaps, prioritize technical debt, and drive customer impact.
- Promoted asynchronous communication norms and tooling to support transparency, focus time, and team autonomy in a distributed environment.
- Led hiring efforts to build a diverse team of frontend and backend engineers, growing the team from 1 to 6.
- Mentored and coached engineers through regular 1:1 conversations, actionable feedback, career development planning, and formal performance reviews, resulting in 3 team members advancing to the next level.
- Fostered a high-trust, supportive, and open team culture, achieving 83% team retention over three years, with the only departure occurring due to a career change.

Senior Engineering Manager 2021 - 2022 Fitness Tech Company, Remote

- Fostered a supportive, inclusive team culture by leading regular 1:1s, providing actionable feedback, and promoting psychological safety within a fully remote team of 4 engineers.

- Established the initial backend-for-frontend (BFF) and federated GraphQL architecture by developing the first set of foundational endpoints.
- Initiated and led an effort to consolidate and modernize backend services across the organization.
- Managed a dedicated team responsible for backend API services and the integration layer supporting the live streaming platform.

Manager 2016 – 2021 Consulting Firm, Greater Los Angeles Area

- Held multiple roles such as software developer, technical lead, architect, project manager, and delivery manager to deliver end-to-end solutions.
- Led teams of 2–14 engineers across both in-person and remote client projects, fostering inclusive, high-trust environments through regular 1:1s, feedback loops, and team rituals that supported engagement and collaboration.
- Built trusted relationships with client executives to uncover core business objectives and define value-driven outcomes.
- Oversaw project timelines, budgets, risks, and deliverables to ensure successful execution and stakeholder satisfaction.
- Led the design and development of backend systems and machine learning pipelines, and contributed to client-driven data governance and analytics initiatives to enhance data quality and decision-making.
- Drove internal culture programs focused on transparency, inclusion, and awareness of diversity, equity, and inclusion (DEI).

Applications Developer 2013 – 2016 eCommerce Company, Greater Philadelphia Area

PROJECTS

Educational Tech Project 2020 – 2022

- Partnered with the CEO to shape the vision and strategy for technical product launches, including Beta and MVP phases.
- Guided a development team in prioritizing and delivering core features aligned with the product roadmap.
- Facilitated user focus groups to gather feedback, improve usability, and address key pain points.

EDUCATION

Top-tier private university in Pennsylvania
Bachelor of Sciences — Computer Science

TECHNICAL LEADERSHIP

- **Technologies:** JavaScript • Python • TypeScript • Node.js • React • SQL • NoSQL • Terraform
- **Leadership & Delivery:** Agile methodologies • Cross-functional team leadership • Performance management • Roadmap planning • DORA metrics • Microservices architecture • CI/CD automation • Team building, hiring & onboarding
- **Tools & Platforms:** GitHub • Atlassian • Datadog • AWS • GCP • Codefresh • CircleCI • Docker