Bianca Isidro

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Engineering leader with experience scaling product teams, driving roadmap execution, and mentoring engineers in high-growth, cross-functional environments. Known for people-first leadership, building inclusive, high-trust cultures, and aligning teams to business goals.

Experience

Engineering Manager, SaaS B2B Company – Remote   March 2022 – May 2025
- Managed a remote engineering team of 6 across multiple time zones, consistently delivering product features and enhancements that contributed to doubling daily active usage
- Drove redesign of legacy platform into a SaaS application intended to unlock new monetization
- Directed the effort to break down a monolithic architecture into microservices, resulting in reduced complexity, faster delivery, fewer bugs, and more efficient CI/CD pipelines
- Functioned as a technical advisor during design and planning sessions by upholding engineering best practices
- Improved code quality and team performance through regular code reviews and implementation feedback
- Organized 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
- Reduced tech debt and legacy bugs through targeted initiatives, leading to a 75% drop in issues
- Increased reliability and uptime across the SaaS product through robust monitoring, alerting, and incident response systems (80% incident reduction over 8 months)
- Shaped roadmaps and delivery priorities with product and project leads to maximize customer value
- Established async communication practices to improve transparency, focus time, and team autonomy
- 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, Fitness Tech Company – Remote   October 2021 – March 2022
- Initiated exploration of a backend-for-frontend (BFF) architecture and federated GraphQL, developing early foundational endpoints in collaboration with the backend leadership team
- Facilitated an effort to consolidate and modernize backend services across the organization
- Managed backend and integration team supporting the live streaming platform
- Created a supportive and inclusive team culture by leading regular 1:1s, providing actionable feedback, and promoting psychological safety within a fully remote team of 4 engineers

Consulting Manager, Consulting Firm – Greater Los Angeles Area   September 2016 – October 2021
- Took on varied roles across development, architecture, and delivery to execute full-scope solutions
- Oversaw 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
- Established trusted relationships with client executives to identify business objectives and define valueable outcomes
- Owned and monitored project timelines, budgets, risks, and deliverables to ensure successful execution
- Executed 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
- Built internal culture programs focused on transparency, inclusion, and awareness of diversity, equity, and inclusion

Applications Developer, eCommerce Company – Greater Philadelphia Area   June 2013 – August 2016
- Acted as technical lead and backend architect for a team of contractors building API endpoints and backend services

- Designed and maintained systems that supported product information retrieval across all consumer-facing platforms, including mobile, web, and distribution center systems
- Aligned front-end and business teams around accurate and performant data access and delivery

Technical Skills

Technologies: JavaScript, Python, TypeScript, Node.js, React, SQL, NoSQL, Terraform
Testing: Unit testing (Jest, Mocha, Pytest), End-to-end testing (Cypress)
Leadership and Delivery: Agile methodologies, Cross-functional team leadership, Performance management, Roadmap planning, DORA metrics, Microservices architecture, Event driven architecture, CI/CD automation, Team building, hiring and onboarding
Tools and Platforms: GitHub, Atlassian, Datadog, AWS, GCP, Codefresh, CircleCI, Docker

Projects

Educational Tech Project
- Shaped the vision and strategy for technical product launches
- Guided a development team in prioritizing and delivering core features aligned with the product roadmap
- Ran user focus groups that uncovered usability issues and informed improvements based on direct feedback

Education

Top-tier private university in Pennsylvania: BS in Computer Science   May 2013