

## BRENDAN M. DOWNING

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As an engineering leader, I build software and teams that are resilient at scale. I bring together strong technical project management, extensive knowledge of data-intensive and event-driven systems, and deep empathy to create an environment where engineers are empowered to do their best work. Through authenticity, I lead high-performing and high-trust teams to solve the hardest and most valuable business problems.

### WORK

#### LOGROCKET, BOSTON MA

Director of Engineering, Product (2022-present)  
Engineering Manager (2020-2022)  
Sr. Software Engineer (2020)

*At LogRocket, I lead the product engineering organization to deliver our core session replay, metrics, and product analytics features that empower customers to monitor and debug complex frontend applications. My primary focus is on scaling our engineering organization to deliver at a high level as we grow ~100% year over year.*

- I started as a hands-on contributor and delivered major roadmap features, including a complete backend overhaul of LogRocket's issue tracking module, an integration partnership with PagerDuty, and transactional purchasing features backed by Stripe that generated over \$300k ARR in six months.
- As tech lead for LogRocket's metrics, insights, and APM product, I worked closely with the SRE team to support the maintenance, design, and scalability of our multi-hundred terabyte ElasticSearch cluster, and ensure that metrics and search queries from our GraphQL APIs meet SLOs.
- I work directly with LogRocket's product team and the VP of engineering to set and prioritize roadmap goals, striking a balance between new features and iterative development that positions the business for rapid, sustainable growth.
- I've been deeply involved in LogRocket's hiring process as we grew our team from 10 to 25 engineers. In addition to conducting over 200 in-person interviews and phone screens, I standardized LogRocket's technical interview guidelines and trained new engineers to join the interview loop.
- I lead a diverse, cross-functional organization of 18 engineers and 3 engineering managers (both in Boston and remote), building authentic relationships based on trust and empathy. I work closely with each engineer to understand their career trajectory, set ambitious but attainable goals, and draw clear lines between LogRocket's success and their own. Over 15 months, I've maintained 100% retention.
- I mentor and develop other leaders within the organization. I've coached senior engineers into tech lead and engineering manager roles, and worked to build a first-team mentality between LogRocket's engineering leadership by convening weekly reading sessions and discussions.

#### DECODE\_M, BOSTON MA

VP, Data Science & Engineering (2019-2020)

*At Decode\_M, I established, led, and grew a data science consulting practice from scratch, as well as conducting user research for and designing a proposed data product offering.*

- I hired and managed a team of four data scientists and engineers, managing all aspects of sourcing, recruiting, designing the interview process, and negotiating offers.

- I participated in the sales and pitch cycle for projects, and managed consultative relationships with senior client stakeholders to deliver highly-customized models and reports.
- I conducted cost and feasibility analysis for a proposed software offering, presenting timelines, cost, and staffing requirements, as well as relevant prototypes, to the executive leadership team.

**BLUE STATE DIGITAL, BOSTON MA**

**Director Of Engineering, BSD Tools (2019)**  
**Engineering Manager (2018-2019)**  
**Software Engineer (2014-2018)**

*At Blue State Digital, I led engineering and operations teams as the organization transitioned from a legacy PHP monolith to a microservice architecture. I built consensus around design patterns, standards, and architectural paradigms, while creating leverage through devops practices and the use of managed services.*

- When I joined BSD as a software engineer, I built core microservices for authentication, coordination, and discovery, introducing best practices for contract-driven development, REST API design, and continuous delivery that were adopted by other engineering teams.
- I architected a range of AWS-first applications, taking advantage of managed services to maximize reliability and minimize cost. I also built POC implementations of new technologies to demonstrate viability and teach core concepts to other engineers.
- During my time as an engineering manager, I worked closely with the product and project management teams to scope, estimate, and maintain project timelines. Clear communication mitigated risks and unknowns during planning and delivery.
- I oversaw the architecture and design of an internal PaaS solution that empowered engineering teams to own the entire SDLC, removing reliance on a poorly-understood legacy deploy process, improving scalability, and reducing costs by more than 50%.
- My team worked on a year-long project to redesign BSD's core database architecture with AWS Aurora. It significantly improved security, uptime, and database performance, while reducing maintenance and hosting costs by nearly \$500k/yr. We also built APIs that allowed our customer operations team to use the system to provision new dedicated hosting in minutes rather than weeks.
- Later, I led Blue State Digital's core services, SRE, data products, and platform operations teams. I partnered with team leads to ensure that their teams worked autonomously while remaining aligned with product and strategic objectives.

## **PREVIOUSLY**

**PRIMA HEALTH ANALYTICS, WEYMOUTH MA**  
**HARVARD UNIVERSITY, CAMBRIDGE MA**

**Quantitative Research Associate (2013-2014)**  
**Project Manager (2012-2013)**

## **EDUCATION**

**HARVARD UNIVERSITY, CAMBRIDGE MA**

**BA, History (2013)**