BRENNA FLOOD

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QUALITY-FOCUSED DEV/SEC/OPS/SRE/SDET LEADERSHIP

MANAGEMENT TOOLBOX

- Event Leadership and Facilitation
- Blameless Retrospectives
- DEI-Focused Leadership
- Standards Development
- Cross-System Integrations
- Collaborative Hiring / Onboarding
- Mentorship / Coaching
- Remote-first team communication practices
- Data-Driven Decision-Making
- … and more!

NOTABLE ACCOMPLISHMENTS ACROSS ORGANIZATIONS

- **Building new teams**
  - Creating new hiring and on-boarding plans
  - Creating cadences for plan review and modification
  - Forming hiring teams, building strategy and communications
  - Forming hiring strategy
    - Identifying and applying DEI principles
    - Identifying success metrics
    - Measuring against defined metrics
    - Pivoting when needed to reach desired outcomes:
      - Teams have formed
      - Teams contribute to the business in a reasonable timeline (OKRs or other KPIs)
      - Teams are happy and feel professional fulfillment

- **Building team cultures that value periodic audit and review**
  - Squashing technical debt
  - Gaining higher confidence in the overall project prioritization and management
  - Gaining higher confidence in software quality

- **Successful management of large initiatives / architectural work / refactors**
  - Deep knowledge of the overarching dependencies, scoping, sequencing
  - Asking key questions of project team members and stakeholders at various gates in the project to uncover and resolve key problems early
  - Pivoting accordingly to assert initiative success
  - Engaging with the team on what can and should be measured, then using that telemetry to drive down cycle time in CI (build, test, etc.)
    - At Disney, for example, I organized and oversaw a project that identified and reduced inefficiencies, which resulted in a 83% reduction (from 90 minutes to 15 minutes) in cycle time.

- **Management / Technical Coaching for SRE, Ops, and SQE/QA/SDET groups**
  - Providing training and education for groups that had no prior experience
  - Creating focus group collaboration and strategy through Guilds

- - Forming cross-team engagements SLAs, frameworks, procedures, and more!

- **Introduction, education, adoption, and standardization of:**
    - - SLAs/SLOs/SLIs, and Error budget handbooks
        - Observability tooling
        - Communications tooling for Engineering organizations
        - Educational events and focus groups
        - Industry standard QA methodology practices and procedures

- **Identifying and eliminating waste**
    - Examples:
        - - Collaborating with Tech Leads and Principal Engineers to analyze and correct AWS instance sizing (over $480,000 USD Annual savings in one case)
            - De-duplicating tooling, dependencies, as well as engaging in other efforts in stack-centric simplification
            - Deprecating third party products not in use

- **Successfully negotiating the pricing for annual 3rd party contracts**
    - - In some cases, saving thousands USD; in others, $60K USD annual savings
        - 3+ years experience as the primary account holder for 3rd party contracts/vendor management, managing 10+ concurrent contracts

- **Keeping systems compliant:**
    - - 12 Factor app (https://12factor.net/)
        - SAML authentication
        - Threat modeling review and engagement
        - Secrets encryption at rest and in transit (KMS, Vault, SSL/TLS HTTPS, etc.)
        - CI/CD-based security and vulnerability scanning (snyk, SonarQube, etc.)
        - PCI DSS (Payment Card Industry Data Security Standard)
        - SOX (Sarbanes-Oxley Act)

- **Fostering and maintaining crucial partnerships with Support, Ops, Security, and Developer teams**

EXPERIENCE

Stitch Fix, remote

Engineering Manager - Build Infrastructure
AUGUST 2021 – FEBRUARY 2022

Splice, remote

Senior Engineering Manager - Production Engineering
SEPTEMBER 2020 - NOVEMBER 2020

Engineering Manager - Production Engineering
JULY 2019 - SEPTEMBER 2020

Engineering Manager - SRE
APRIL 2019 - JULY 2019

npm Inc., remote	Engineering Manager - Infrastructure AUGUST 2018 - DECEMBER 2018
	Senior SRE MAY 2018 - AUGUST 2018
The Walt Disney Company, Seattle	Senior Software Engineer JULY 2016 - MAY 2018
Ex Libris (née ProQuest, née Serials Solutions), Seattle	Senior Build/Release Engineer Lead APRIL 2013 – APRIL 2016
	Build/Release Engineer JANUARY 2012 –APRIL 2013
	Software Test Engineer Lead JANUARY 2009 – MAY 2012
	Software Test Engineer III MAY 2005 – DECEMBER 2008
Microsoft, Seattle	Software Test Engineer III JANUARY 2005 - MAY 2005
PopCap Games, Seattle	Software Test Engineer / Lead NOVEMBER 2002 - OCTOBER 2004
Riverdeep, Seattle	Software Test Engineer Lead JANUARY 2002 – SEPTEMBER 2002
	Systems Engineer APRIL 2001 – DECEMBER 2001
	Technical Support Engineer MAY 2000 – MARCH 2001

SOFTWARE COMMUNITY CONTRIBUTIONS

Conference Organizer
Open Source & Feelings (OSFeels), 2016 - 2018

Collaborating Fellow
BePlucky, 2020 - 2021
Ada Developers Academy, 2014 - 2018
Chef Community Summit, 2017

Continuing Education
LeadDev Together Workshop Series, 2020
BePlucky - So Now You're a Manager (Management Workshop), 2019

Speaker
SeaGL, 2017
Internal Disney forums, 2016-2018
Keep Ruby Weird, 2014
CascadiaITConf - panel with Dr. Nicole Forsgren, 2013