Brian Weaver

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I'm an experienced technical leader who builds healthy teams and ships great software. I currently lead 6 engineering teams at Planning Center and drive company-wide initiatives around hiring, planning, and engineering culture. I believe in setting clear expectations, developing people, and getting things done.

EXPERIENCE

Planning Center

Senior Engineering Manager
August 2024 - Present

- Built and supported the highest-performing engineering area leading 6 teams (API, Chat, Home, People, Publishing, Ecosystem Mobile)

- Recruited and developed engineering leadership - hired EMs for API, People, and Home teams

- Scaled engineering organization by ~10% as hiring lead - implemented runbooks, coached EMs on hiring/onboarding, collaborated with People Ops, and managed vendor partnerships for hiring tools

- Designed and executed company-wide Engineering Summit - coordinated cross-department collaboration for in-house conference with 100+ attendees

- Sr. Engineering Manager liason to the Engineering Meetup team

- Coached underperforming managers to improve team performance and communication

Engineering Manager
June 2023 - August 2024

- Led 3 high-impact engineering teams (API, People, Publishing)

- Drove major hiring expansion - led Q3 "mega round" increasing headcount ~15%

- Fostered mentoring resulting in 15+ successful pairings

- Supported multiple IC promotions: Gabi Jack to L4, Greg Losie to L5

- Delivered key product initiatives including Sermon Notes, Async Webhooks, Customer Analytics, Add-ons, Church Center Directory Privacy and Members-only pages, People List Performance, and Shareable Dashboards in partnership with Product teams

- Developed ICs by coaching underperforming developers on communication, code quality, and team dynamics

Fullstack Developer
May 2017 - June 2023

- Progressed from IC L2 to L4 and emerged as technical leader - served as Publishing Engineering Lead

- Drove engineering culture initiatives - implemented weekly Datadog Walks adopted across Engineering, led pair programming and mentoring efforts

- Delivered high-impact features - Publishing Block Editor, Groups Attendance Reports, Giving Statement performance, Church Center cross-product features, public/private APIs across multiple products

- Partnered with Product, Support and QA to define requirements, ship features, and resolve issues

- Participated in hiring, onboarding, code reviews, and on-call rotation

North Point Ministries

Senior Developer   Aug. 2014 - May 2017

- Led development for +100 websites and applications serving tens of thousands of weekly users
- Mentored team members on best practices across PHP, Ruby, and JavaScript
- Served as DevOps lead scaling applications and participating in stakeholder planning

Root Radius

Lead Developer   Nov. 2012 - Aug. 2014

- Solo technical lead for digital agency serving non-profit organizations
- Managed full project lifecycle, client communication, and technical architecture

BWeave, LLC

Owner   2008 - Present

- Independent consulting practice delivering custom software solutions

Core Competencies

Leadership & Strategy

- Engineering team leadership and organizational scaling
- Technical hiring, onboarding, and talent development
- Cross-functional collaboration and stakeholder management
- Engineering culture and process improvement

Technical & Delivery

- Full-stack development (Ruby/Rails, JavaScript/React, SQL)
- System architecture and performance optimization
- Project management and delivery
- Technical debt management and pay down

Tools & Platforms

- Management: Asana, Notion, Slack, Datadog, Sentry
- Development: GitHub, Rails, React, MySQL, Postgres, Redis
- Infrastructure: AWS, Heroku, Docker

EDUCATION

Computer Science | Southern Polytechnic State University | 2000-2002

Music Education | Kennesaw State University | 1999-2000