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## ABOUT

I am a Software Engineering Manager currently working at Indeed in Austin, TX. I've been at Indeed for around seven years. During this time, I have worked as both an individual contributor as well as in technical and managerial leadership positions. My [coaching philosophy](#) centers around thoughtfully serving my team. I favor listening over talking, trust over micro-management.

## EXPERIENCE

2019 → Present	<p><b>Software Engineering Manager</b> – Indeed</p> <p>I currently lead a software engineering team within Indeed Hire, a recruiting services platform. As a manager, I mentor, grow, and evaluate my team. I work with individuals on personal opportunities for growth, with our PM to co-lead the team, and with the team as a whole to ensure we are focusing on the right work. I also continue to remain technical, helping to design new systems and write code when the opportunity presents itself.</p> <p><i>Current Responsibilities</i></p> <ul style="list-style-type: none"><li>• Coach, mentor, and evaluate a team of software engineers</li><li>• Collaborate with product management to prioritize, define, and measure experiments</li><li>• Collaborate with product management, QA, and other engineering leadership to make my team and others successful.</li><li>• Design and implement product features</li><li>• Provide technical mentorship to my team and others</li><li>• Conduct interviews for SWE and QA (500+, some internationally)</li><li>• Ensure smooth deployment of new features via iterative team process changes</li></ul>
2017 → 2019	<p><b>Senior Software Engineer / Team Lead</b> – Indeed</p> <p>Within Indeed Hire, I have been the tech lead on several teams, building out architectural pieces of code, mentoring new hires and working with product managers to decompose and realize our goals.</p>
Summer 2017	<p><b>Indeed University Lead</b> – Indeed</p> <p>I participated in Indeed's onboarding experience for new hires as a lead. I mentored new hires while getting some first-hand experience being a manager.</p>
2014 → 2017	<p><b>Software Engineer</b> – Indeed</p> <p>I was an individual contributor on the Business Automation Team and later Indeed Hire.</p>

## BACKGROUND

### *Frontend*

- React
- CSS (SASS)
- Responsive Design / UX

### *Backend*

- Python (Django, Flask)
- Java (Spring)
- SQL (MySQL)
- RabbitMQ

### *Education*

Rice University  
B.S. Computer Science  
2010 → 2014