Andrew Capshaw

Software Engineering – Austin, TX

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EXPERIENCE

SUMMARY

I have worked at Indeed for five years. During this time, I have worked as both an individual contributor on the team as well as in technical and coaching leadership positions.

CURRENT RESPONSIBILITIES

- Coach, mentor, and evaluate software engineers
- Work with product management to prioritize, define, and measure experimental changes to our product
- Design and implement product features
- Provide technical mentorship to my team and others
- Conduct interviews (200+, some internationally)
- Ensure smooth deployment of new features via iterative team process changes

TIMELINE OF ROLES

Engineering Manager (in training)

2019 - present

I currently lead a development team within Indeed Hire. I mentor and evaluate my team. I work with individuals on personal opportunities for growth, with our PM to colead the team, and with the team as a whole to ensure we're focusing on the right work.

Software Engineering Lead

2017 - 2019

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.

Indeed University Lead

Summer 2017

I participated in Indeed's onboarding experience for new hires. I mentored new hires while getting some first-hand experience being a manager.

Software Engineer

2014 - 2017

I was an individual contributor on the Business Automation Team and later Indeed Hire.

TECHNICAL BACKGROUND

FRONTEND

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

BACKEND

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

EDUCATION

RICE UNIVERSITY

BS Computer Science Fall 2010 – Spring 2014 2018 | 2017 | 2016

2019

CIO

2014