

## EXPERIENCE

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### SUMMARY

I have worked at [Indeed](#) for over six 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 serving my team. I favor listening over talking, trust over micro-management.

### CURRENT RESPONSIBILITIES

- Coach, mentor, and evaluate a team of four software engineers
- Work with product management to prioritize, define, and measure experimental changes to our product
- Design and implement product features
- Design and analyze experiments
- Provide technical mentorship to my team and others
- Conduct interviews (200+, some internationally)
- Act as hiring manager for team
- Collaborate with product, QA, and other engineering leadership to make my team and others successful.
- Ensure smooth deployment of new features via iterative team process changes

### TIMELINE OF ROLES

#### Software Engineering Manager 2019 — Present

I currently lead a software engineering team within [Indeed Hire](#), a recruiting services platform.

As a manager, I mentor 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're focusing on the right work.

I also continue to remain technical, helping to design new systems and write code when the opportunity presents itself.

#### 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 as a lead. 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

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### FRONTEND

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

### BACKEND

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

## EDUCATION

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### RICE UNIVERSITY

BS Computer Science  
Fall 2010 – Spring 2014