andrew.capshaw@gmail.com https://capshaw.me (512) 694-2524

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 20 (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 co-lead 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 018 | 2017 | 2016 | 2015

2019