
I am a software engineering manager currently working at Indeed in Austin, TX. During my nine years at Indeed I have worked as both an individual contributor as well as in technical and managerial leadership positions. As a manager, my [leadership philosophy](https://capsh.net/work/leadership-philosophy/)¹ centers around thoughtfully serving my team to put them in the best position to be successful.

EXPERIENCE

2019 → Present	Software Engineering Manager – Indeed
4 years	<p>I currently lead a software engineering team at Indeed focused on the enterprise employer segment. We build tools to help enterprises manage their large number of jobs on Indeed effectively. Pervious to this I was an engineering manager on Indeed Hire, a team building a recruiting agency for Indeed.</p> <p>As a manager, I mentor, grow, and evaluate my team. I work with individuals on personal opportunities for growth, with our PM and UX leads to co-lead the team, and with the team as a whole to ensure we are focusing on the right work. Current responsibilities include—</p> <ul style="list-style-type: none">• Coaching, growing, and evaluating a team of software engineers (average of 5, up to 8)• Defining and driving progress progress towards quarterly goals (OKRs) in collaboration with product leadership• Defining, prioritizing, and measuring the impact of product changes in collaboration with product leadership• Ensuring smooth deployment of new features via iterative team process changes• Conducting interviews for software engineers and managers• Providing technical mentorship to my immediate team and beyond• Designing and implementing product features
2017 → 2019	Senior Software Engineer / Team Lead – Indeed
2 years	<p>During my time on Indeed Hire, I was the tech lead on several teams, building out architectural pieces of code, mentoring new hires and working with product managers to plan and realize our goals. I also participated in Indeed’s onboarding experience for new hires (Indeed University) as a lead. I mentored new hires while getting some first-hand experience being a manager.</p>
2014 → 2017	Software Engineer – Indeed
3 years	<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

¹<https://capsh.net/work/leadership-philosophy/>