Michael C Costanza

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Full-stack software engineer, manager/director, and mentor at organizations ranging from early stage start-ups to large corporations. Additional roles have included product manager, client support/account manager, content editor, database administrator, vendor liaison and more. Flexible and adaptable, willing to shift roles to meet changing needs and challenges. Thrive in roles that provide opportunities to help team members achieve success and to support them in attaining both project and career goals.

Professional Experience:

Executive Director, Technology   2004 - 2021
Floor64, Inc., Redwood City, CA
Founding member of Floor64, Inc., a web-based media, research and analysis company

Client Relationship Manager/Writer/Editor - Techdirt Corporate Intelligence
- Manage account for one of the company's largest clients. Assess requirements and manage delivery of content in newsletter format, provide user support, and negotiate annual contract renewal.
- Edit and publish content for newsletters, while also contributing as a writer.
- Supervise multiple contributing freelance writers, coaching writers on appropriate writing styles and content, and ensuring deadlines are met.
- Oversee and administer the content delivery platform (WordPress), customizing the site based on customer requirements, maintaining and developing site code and related tools to support the service.

Product Manager - Techdirt.com
- Identify features and site improvements to strengthen and expand Techdirt's dedicated community as well as extending the blog's reach.
- Oversee the implementation of changes and additions to the Techdirt.com website.
- Lead Techdirt customer support efforts, communicating directly with Techdirt audience members regarding bugs, feature requests, user account and membership issues, and other general website support issues.

Software Engineer/Architect
2004 - Present
- Primary software developer (PHP, Javascript, jQuery, HTML, CSS, MySQL, Node.js).
- Own and maintain all systems and code, including web applications and internal tools and applications, on a very tight start-up budget.
- Manage projects and engineers, including external resources, employing Agile methodologies, where appropriate.
- Responsible for identifying best solutions to meet hardware and software needs, maintaining a robust and reliable production environment and working with Floor64's host/ISP on server administration.
- Ensure the quality and reliability of all updates and new features; manage the staging, testing and deployment process.

Writer/Editor - Techdirt.com
2004 - Present
- Contribute to the Techdirt blog as an occasional writer and regular editor and proofreader.

Software Engineering Director, CNET Networks   **1999 - 2004**
San Francisco, CA
- Led teams ranging in size from 5 to 15 full-time software engineers, contractors and web developers on projects ranging from short-term feature iterations, to larger site/interface redesigns, to a multi-year platform integration involving multiple CNET properties.
- Successfully managed the career development of team members with a variety of experience levels, including Associate Software Engineers, Software Engineers, and Senior Software Engineers, during a period of multiple acquisitions, business reorganizations, and staff reductions.
- Worked with business partners from Sales, Marketing, and Product Development teams to set goals, allocate resources, develop project timelines and set realistic expectations while being responsive to changing needs and business realities.
- Participated in and helped support the adoption of Agile methodologies (daily stand-ups, sprints, user stories, velocity tracking, continuous integration).
- Created a Release Management team and helped develop the initial release management process. Helped coordinate releases with the Operations team.
- Contributed as a software developer and helped to promote best practices by applying consistent coding standards and holding regular code reviews. Primary languages used: Java, JSP, HTML, CSS, Javascript.

Product Development Engineer, Intel Corp.   **1995 - 1999**
Santa Clara, CA
Developed, maintained, and managed the test pattern development environment (Perl, UNIX - SunOS/Solaris, HTML, C Shell). Responsibilities included building software tools to automate microprocessor test pattern generation, distribution and results reporting across multiple testing sites, and administration of the test program development environment. Also assisted with silicon debug efforts and provided Perl scripting assistance to other members of my group.

Education:

Cornell University, Ithaca NY   Ithaca College, Ithaca NY
Master of Engineering, Electrical   *Bachelor of Arts, Physics*
Bachelor of Science, Electrical Engineering

UC Berkeley Extension Coding Bootcamp (2021)

Additional Activities:

Tri-Valley Coders Software Development Meetup
Joined as a way to improve my JavaScript skills (ES6, React, Node.js). Became a leader in the group, often helping the organizer run workshops and coding challenges, while mentoring less experienced developers, and taking a leading role on group software development projects.

Tutoring, Volunteering
I've spent several years as a volunteer soccer and baseball coach for my city's youth leagues. I've also enjoyed volunteering at the local elementary and middle schools, helping both in the classroom and around the school. I also tutor middle and high school students in math, chemistry, physics and writing.