CT Neal-Herman

832-646-8150 | ctlnealherman.com | Minneapolis, MN | ctlnealherman@gmail.com

EXPERIENCE

Tripleseat, Remote   2023 — 2025
Software Developer
Led the development of a more robust RSpec test suite for a Rails monolithic application, improving test coverage and reliability. Collaborated with engineers, product managers, and UX contractors to implement new features using React (Typescript) and Rails, optimizing front-end and back-end integrations. Spearheaded the adoption of React best practices (Cypress tests, Redux, Vitest, and efficient state management), resulting in a more maintainable and scalable code. Constantly achieved team OKRs related to project delivery, sprint predictability, and test coverage. Architected the backend of a greenfield project with a strong emphasis on TDD, ensuring high-quality code from day one. Mentored Agile team members in adopting TDD, improving development efficiency and code quality. Drove the broader engineering team adoption of best practices (standardized review processes, automated testing for all PRs, streamlined feature branch management across teams, and mandatory testing for all code.

Icario (formerly NovuHealth), Minneapolis, MN   2018 — 2022
Developer (2019 – 2022)
Led development work on a project to prioritize activities for each member according to certain formulas & dynamic criteria using Ruby on Rails. Maintained, improved, & implemented a front-end HTML, CSS, & React component library for use throughout all applications. Worked on two Sinatra applications that integrated with Adobe XMPie & AEM. Utilized node.js for various frontend components. Continued writing for unit tests for all code. Assisted in technical onboarding & mentoring for new Developers & Senior Developers. Collaborated with the SRE team to deploy code & diagnose issues using AWS.

Junior Developer (2018 – 2019)
Refactored & redesigned existing web applications in an Agile environment with regular deployments. Worked with both React & Ruby on Rails equally. Learned WCAG 2.1 guidelines to gain official certification & then maintain existing certification on a yearly basis. Developed a new email service application using Sinatra & Ruby. Wrote unit tests for all code. Assisted with AWS deployments.

Modis (client: Waste Management), Houston, TX   2016 — 2017
Software Engineer
Utilized Django & Python to create module-based web applications tailored to specific client needs. Worked with the team to remodel user experience & design sitewide, migrating from Bootstrap to Materialize. Ran all aspects of project management on each assigned application, including customer needs assessment, training, testing, & manual creation. Assisted with the transition to AWS deployments.

SKILLS

Programming
Ruby, Javascript (React, Node, jQuery, Ajax, Stimulus), Typescript, HTML, CSS, Python

Development
Rails, Sinatra, Django, Heroku, Linux, Bootstrap, Material Design, WCAG 2.1, Docker, AWS (working with SRE team), AEM, Git, Github

Databases
PostgreSQL, MySQL, SQL

Testing
TDD, BDD, RSpec, Vitest, Cypress, Capybara, Minitest, Travis-CI

EDUCATION

Rice University, Houston, TX   2014
BA, Environmental Engineering