

Steve Regester

Engineering Leadership | Full-Stack Architect | Code Artisan

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Executive Summary

Visionary **engineering leader** with **15+ years architecting transformative SaaS platforms** and **mentoring high-performing teams**. Co-founded successful crowd-fundraising platform serving nonprofits, **achieving 60%+ user engagement** increases and **doubling research productivity** through innovative security tooling. Expert in React, Node.js, and cloud-native architectures (AWS/GCP), with proven ability to scale teams from individual contributor to engineering leadership while maintaining exceptional code quality and fostering cultures of empathetic excellence.

Core Engineering Excellence

- **Frontend Mastery** • React, TypeScript, Next.js, React Router v7/Remix v8, Redux, Isomorphic Applications
 - **Backend Architecture** • Node.js, Express.js, GraphQL, RESTful APIs, Microservices, Message Queues (RabbitMQ, SQS)
 - **Cloud & DevOps** • AWS, GCP, Terraform, Kubernetes, Docker, CI/CD, Infrastructure as Code
 - **Data Systems** • PostgreSQL, MongoDB, Redis, Elasticsearch, ETL Pipelines
 - **Leadership** • Team Building, Technical Mentorship, Agile Methodologies, Cross-functional Collaboration
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Key Achievements

- **Team Performance Catalyst** • Achieved 20% reduction in project timelines while substantially boosting team morale through agile adoption and empathetic leadership practices
 - **User Engagement Pioneer** • Engineered UI/UX transformations resulting in 60%+ user engagement surge within 12 months across multiple product verticals
 - **Security Innovation Leader** • Developed specialized research tooling that doubled verified security findings in under one year, establishing new industry benchmarks
 - **Quality Excellence Driver** • Implemented comprehensive training programs reducing programming errors by 50%+ while elevating overall code quality standards
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Professional Experience

Staff Software Engineer & Team Lead

Delphos Labs | July 2024 - Present

Leading full-stack development of cloud-native binary analysis platform extracting security insights from software artifacts. **Managing 2 engineers** while serving as **lead engineer** on cross-functional team, architecting critical infrastructure and user experiences forming product foundation.

- **Infrastructure & Backend Excellence:** • Architected AWS cloud infrastructure using Terraform for scalable, secure deployments with auto-scaling worker configurations • Engineered distributed task processing with Celery and RabbitMQ message queuing for reliable workload distribution • Built comprehensive artifact processing pipeline integrating Debian packages with UDD, supporting compute-intensive analysis • Developed RESTful API endpoints enabling real-time feedback and sophisticated data extraction workflows
 - **Frontend Innovation & Isomorphic Architecture:** • Modernized application architecture migrating to **React Router v7 (Remix v8)**, implementing **isomorphic rendering** for optimal performance • Created intuitive drag-and-drop file upload experiences with real-time progress indicators and error handling • Developed interactive data visualization components including binary analysis dashboards and security mitigation views • Built responsive component manifest interfaces supporting complex binary analysis result presentation
 - **Technical Leadership & Product Strategy:** • Led architecture decisions for data processing, visualization, and isomorphic application patterns • Implemented feature flag systems enabling controlled rollout of capabilities with A/B testing support • Integrated analytics toolchain (Hotjar, Sentry) providing comprehensive user behavior insights and performance monitoring • Established CI/CD workflows with GitHub Actions ensuring reliable deployments and comprehensive test coverage
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Director of Engineering

Studylog Systems, Inc | August 2021 - July 2024

Directed all web and cloud engineering activities, from recruiting and mentoring full-stack teams to daily architectural contributions and deployment leadership. Architected cloud-native platform meeting sophisticated pharmaceutical industry requirements, achieving company's first SOC 2 certification.

- **Platform Architecture & Security:** • Led complete web-based rewrite of flagship Windows product, architecting cloud-native platform passing rigorous third-party security audits • Designed and implemented logging, access controls, and compliance features enabling SOC 2 certification milestone • Created scalable infrastructure using Terraform, Helm, and Kubernetes within AWS ecosystem supporting enterprise clients
- **Team Excellence & Development:** • Recruited and mentored high-performing engineering team demonstrating exceptional collaboration across sprint cycles • Delivered comprehensive technical training programs achieving 50%+ reduction in coding errors within one year • Implemented robust quality assurance protocols with routine code reviews consistently exceeding customer expectations
- **Product Innovation & Delivery:** • Collaborated with cross-functional stakeholders identifying, planning, and executing product requirements aligned with organizational objectives • Cultivated collaborative environment through agile methodology adoption, significantly improving project delivery

and team morale • Developed performant, accessible, pixel-perfect digital experiences using Node.js, React, and modern web technologies

Senior Software Engineer II

Synack, Inc | April 2016 - March 2021

Lead engineer responsible for building and replacing key product verticals with specific focus on quality, maintainability, and technical debt reduction. Spearheaded user experience transformations while establishing engineering excellence standards.

- **Product Transformation & User Experience:** • Redesigned user interfaces for primary product lines achieving 60%+ user engagement increase within 12 months • Led development of intuitive, user-centric workflows utilizing React, Redux, and Bootstrap frameworks • Collaborated with cross-functional teams selecting optimal design solutions ensuring seamless system component integration
 - **Engineering Standards & Quality:** • Elevated system standards and operational efficiency through comprehensive testing framework integration (Jest, Enzyme, ESLint) • Boosted team productivity implementing internal coding standards inspired by ESLint and AirBnB style guides • Fostered collaborative development environment working closely with engineers to implement effective technical solutions
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Founder & Chief Technology Officer

Ultimatum, Inc | September 2015 - July 2019

Co-founded and led technical development of crowd-fundraising platform facilitating automated donations to 501c3 nonprofits based on real-world events. Single-handedly architected all interfaces, services, and data flow mechanisms.

- **Platform Architecture & Innovation:** • Developed comprehensive web and mobile platform using React, Redux, and Material-UI supporting automated nonprofit donations • Implemented robust ETL systems utilizing Apache NiFi for real-time third-party event identification and consumption • Established full SDLC with continuous integration leveraging Docker, Helm, and Kubernetes on Google Cloud infrastructure
 - **System Design Excellence:** • Designed sophisticated system engineering, software engineering, and distributed system architectures • Utilized service-oriented and domain-driven design patterns enabling scalable, maintainable platform growth • Created real-time event processing capabilities supporting dynamic fundraising trigger mechanisms
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Senior Software Engineer, Team Lead

Lookout | April 2013 - April 2016

Lead frontend engineer developing user workflows and tools supporting internal security research team's Android malware discovery and analysis mission.

Designed custom security research tools using Backbone.js, Chaplin, and Bootstrap, **doubling research productivity** within 12 months • Led cross-functional teams in system design discussions, gathering requirements through collaborative engagement initiatives • Conducted feasibility studies on software designs against time and budget constraints using Jira for project management • Delivered comprehensive training on system operations and maintenance incorporating hands-on coaching methodologies

Software Engineer

PBworks | October 2011 - March 2013

Engineering generalist building features and interfaces solving customer problems in cloud document and file management domains.

Engineered and maintained supporting code for web applications enhancing functionality with Backbone.js and jQuery • Designed and managed MySQL databases ensuring robust performance for web applications and websites • Implemented responsive design techniques and CSS/HTML5 improving accessibility and mobile compatibility • Developed RESTful API services in PHP facilitating seamless data exchange for web applications and client frameworks

Technical Recommendations

"Steve represents the high water mark for me in terms of sheer front-end engineering talent. He is an incredibly gifted engineer, equally passionate about doing things the right way, at a high level of quality." — **Director of Engineering, Lookout**

"Steve has exceptional ability to lead and inspire his team, setting a high bar for technical excellence... His unwavering commitment to excellence and continuous improvement drives innovation and optimization." — **Full Stack Engineer, Studylog**

"Steve joined to lead a complete web-based rewrite of our flagship product... architected and developed a cloud-native platform that could meet sophisticated pharmaceutical industry requirements, passing rigorous third-party security audit and achieving SOC 2 certification." — **Head of Product Management, Studylog**

Advanced Technical Proficiencies

- **Modern Web Technologies:** React Router v7, Remix v8, Isomorphic Applications, Progressive Web Apps, WebAssembly
- **Message Systems:** RabbitMQ, Apache Kafka, SQS, Redis Pub/Sub, WebSockets

- **Security & Compliance:** OWASP Top 10, SOC 2, OAuth2, JWT, Zero Trust Architecture, Penetration Testing
- **Analytics & Observability:** Hotjar, Sentry, Datadog, ELK Stack, Prometheus, Grafana
- **AI/ML Integration:** TensorFlow, API Integration, Data Pipeline Optimization

Leadership Philosophy: Empathetic mentorship, quality-first engineering, collaborative excellence, and sustainable team growth

Available for Staff/Principal/Director level engineering roles focused on architectural excellence, team leadership, and transformative product development in people-first organizations.