Alessandro Di Candia

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Vice President of Engineering
Success leading solutions development and the delivery of digital products in startups and mature organizations

Executive leader skilled at communicating the value proposition of digital transformation across multiple industries and technology platforms. Adept at changing proposals into team execution plans and cultivating horizontal and vertical relationships that foster competitive and thriving organizations. Results-driven and talented at operational decision making, stakeholder management, issue resolution, and the creation of processes that elevate quality and productivity. Expert presenter, negotiator, businessperson, and engineer who builds accountable, top-performing teams.

Core Competencies

Leadership	Product & CX	Technical
Strategic & Operational Leadership	Product Quality & Lifecycle	Domain-Driven-Design Methods
Business Tradeoffs & Enablement	Brand Awareness Promotion	Frontend & API Development
Team Goal Setting & KPI Attainment	Solution Design & Development	System Architecture & Security
Incident & Change Management	IA, UI, UX	Rapid Prototyping & Code Reviews
Talent Acquisition & Development	A/B Testing & Analytics	Software Technical Debt Reduction

Professional Experience

Gainbridge Life (Group1001)   New York City, New York

VP Technology, Digital Platform (08/2017 to 01/2020)
Successfully executed the organization's strategic vision and cultivated company culture within a fully funded fintech startup in the annuities space. Launched a digital, direct-to-consumer annuity platform, grew a fully-remote team from 5 to 20 members within two years, and earned $1M in weekly sales in under 12 months.

Key Achievements:
- **Introduced domain-driven-design (DDD) methods** accelerating and improving cross-functional communication, estimation accuracy, and product quality **resulting in a 25-30% increase in velocity.**
- **Implemented monitoring and telemetry** to capture, measure, and report KPI progress and to generate baselines for customer and system service level agreements.
- **Attained a 10% net reduction in production errors** release-over-release with formal quality assurance processes during sprints.
- **Slashed open incidents by 50% within six months by** transitioning the entire project from an external consultancy to an internal team.
- **Lowered technical debt by 30%** by commissioning an infrastructure redesign and deploying solutions in parallel gradually sunsetting problematic services.
- **Earned a 30% savings in AWS costs** moving to reserved instance purchases for reserved resources and capacity resulting in significantly lower hourly rates.
- **Devised career paths offering employees a sense of upward direction**, clarified measures of success in current roles, and supplied training and opportunities to achieve career goals and milestones.
- **Recruited, supervised, and retained a distributed staff of ten engineers** accounting for 50% of personnel.

Synacor, Inc. (SYNC)   Buffalo, New York

Principal Engineer (03/2014 to 08/2017)

Engineered front end applications, on top of databases and back end systems, utilizing service-oriented architecture (SOA) request and reply paradigms. Contributed to various projects, IDM (Identity Management), TV Everywhere (live, DRM, and OTT media streaming), and Portal Platforms.

- **Continuous Integration:** Generated a robust continuous integration pipeline by automating the building, testing, and deployment of applications for quicker software delivery.
- **Change Management:** Constructed formal change management processes to ensure development and release coordination across all engineering teams.
- **Technical SME:** Consulted across engineering and operational teams when technical expertise, rapid prototyping, or domain knowledge was needed.
- **Team Management:** Served as the interim Engineering Manager for nine months in absence of the role being filled. Common activities included aligning activities with the company's vision, prioritizing and delegating tasks, and inspiring and evaluating the remote engineering team.

Key Achievements:

- Co-authored a user interface (UI) component library **facilitating a 10% increase in productive velocity** across all user interface teams.
- Composed scripts and new hire documentation for new employees and contractors **reducing the time between starting on a project and the first meaningful commit to a codebase by 40%.**
- **Boosted team capacity approximately 40%** by mentoring team members, who were not skilled in user interface (UI) engineering, in key skills and concepts needed to properly update the codebase.
- **Lifted code quality** by setting coding standards and strictly enforcing them during code reviews.

Bitwise Web Services, LLC   NYC, Philadelphia

Owner (02/2009 to 03/2014)

Founded a consulting company, utilizing nine years of hands-on leadership, to supply startup clients with additional engineering capacity. Trained clients' departments in the use of new technology, coding best practices, and best practices for delivery workflows.

- **Strategic & Operational Leadership:** Oversaw long-range strategic planning, technical architecture, application programming, and the supervision of offshore mobile developers.
- **Client Acquisition:** Submitted requests for proposals to successfully procure a stable pipeline of small business brand development, search engine optimization, and market positioning contracts.
- **Business Operations:** Composed and implemented processes and policies encompassing sales, marketing, client relations, project management, engineering, and accounting.

Key Achievements:

- **Achieved year-over-year growth between 5% and 7%** with customized software offerings, for the public and private sectors, spanning music, education, health, and records archival.
- **Increased customer retention 10% within one year** by introducing maintenance plans pre-allocating a specific number of billable hours per month at a 30% savings to them.

ADDITIONAL EXPERIENCE

Director, Product Engineering ▪ Ultrastar / LiveNation, New York City, New York

Promoted through several roles from Webmaster to Director in a startup founded by popular music legend David Bowie. The organization offered internet services, exclusive members-only experiences, live venue webcasts, and a subscription-based advanced-ticketing platform for live performances by multiple artists.

- **Stakeholder Collaboration:** Collaborated with artists and clients on webpage design including eliciting requirements, obtaining feedback, and delivering mockups and finalized content. Key clients included The Rolling Stones, The Who, Madonna, Maria Carey, The Police, AC/DC, and David Bowie.
- **Process & Workflows Origination:** Conceptualized and implemented processes, workflows, and document libraries to organize work activities, set expectations with client managers, and support engineers with a high level of reusability and extensibility between projects.
- **Team Leadership & Development:** Coached five designers and developers in prototyping best practices, pitching new features to prospective clients, and the successful delivery of finalized pages.

Key Achievements:

- **Reduced agency and contractor costs by 70%** by taking full ownership of all development and release processes, managing all content updates, and conducting live moderated chat events.
- **Lowered average delivery time by 50%** by adopting object-oriented methodologies and model-view-controller (MVC) architecture within the codebase, creating a library of extensible UI components, and deployment scripts.
- **Lifted quarterly client acquisition numbers by 5%** by prototyping new products and features encouraging clients to purchase higher-end and related services for upsells and cross-sells.
- **Accelerated the hiring process by a factor of four** with the implementation of questionnaires, a battery of personality tests, and technical screenings allowing hiring managers to quickly limit the selection pool.
- **Achieved 10% higher operational excellence** by aiding client managers in setting expectations and offering normalized frameworks for teams to operate within.
- **Raised employee satisfaction by an average of 30%** with weekly team bonding events including outings and recognitions.

Education & Credentials

Penn State University, University Park, Pennsylvania

Bachelor of Arts in Advertising & Communications, Dean's List

Minors: Business Management, Italian

Work-Study: Webmaster for College of Communications

Technical Proficiency

Methodologies:	XP/Agile/Scrum, Kanban, Waterfall, Pair Programming, Domain-Driven Design
Languages:	JavaScript (ES20**/Node), HTML5, CSS3, SCSS, PHP, Java, Bash
Frameworks:	Next.js, React, Redux, Apollo, GraphQL, Ember, Laravel, Spring
QA/Automation:	Jest, Cypress, Mabl, Mocha, Karma, Jasmine, Selenium,
Tools:	Git, Webpack, Parcel, Maven, Gradle
DB/Messaging:	NoSQL, MySQL, Postgres, Kafka, Socket.io, Redis, Jabber/XMPP
Ops/Infra:	AWS, Docker, Kubernetes, Helm, Istio, JenkinsX, Bamboo, TeamCity, Ansible, HashiCorp Tools
Productivity:	Adobe CS, Sketch, Miro, Atlassian, Slack, Zoom, MS Office/G Suite