

Alessandro Di Candia

Technology leadership for growth and change. Proactive mitigator.

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Inclusive technical leader focused on building culture, producing results and driving growth. 20 years' experience working with startups and innovative companies seeking to launch and evolve digital products and platforms. Proven record of building strong, accountable distributed engineering teams across North and South American time zones. 3 years' experience as a senior leader working with the executive team to create and execute aggressive product and technology roadmaps. Expertise in fintech, retail and subscription e-commerce business models. Expert in developing processes for business, product, and engineering teams to produce repeatable, measurable, high-quality results. Strong analytical skills with a user-centric, data-driven approach to problem solving. Deep understanding of core computer science principles.

Professional Experience

VP Technology, Digital Platform	Group1001/Gainbridge	2017 – 2020
		Remote to NY/MA/IN

VP of Tech for an internally-funded startup launching a direct-to-consumer annuity platform. Responsible for technology strategy, decisioning and leadership. Reporting to CXO, managed delivery across multiple agency and internal teams. Collaborated directly with Product, Marketing, Customer Service, Compliance, and domain experts to deliver solutions aligned with the company's strategic vision. As an empathetic servant leader, cultivated an honest, respectful work environment.

Results

- Oversaw all tech-related aspects for launching a direct-to-consumer digital brand and e-commerce platform that grew from \$0 to \$1MM/week in sales in under 12 months.
- Hired and retained a team of 10 engineers which represented 50% of the company's staff.
- Established career growth paths for engineering team members, organized team off-sites and attendance at conferences.
- Formalized QA processes during sprints and releases resulting in consistent bi-weekly releases and a reduction in production bugs of 10% release-over-release.
- Increased velocity by 30% by introducing domain-driven design (DDD) as a method of improving cross-team communication and estimation accuracy.
- Decreased open bugs by 50% within 6 months of transitioning the project from 100% agency to 100% internal team.
- Rolled out an architecture redesign in parallel to the existing system gradually sunseting the old services reducing technical debt by 30%.
- Implemented monitoring and telemetry to measure and inform establishment of KPI's and baselines for customer- and system-facing SLAs.
- Established tech-related processes for handling incident and change management, internal audit, and customer service.
- Reduced AWS infrastructure costs by 30% by moving to reserved instances.

Principal Engineer

Synacor, Inc. (SYNC)

2014 – 2017

Remote to Buffalo, NY

Acted as interim engineering manager in absence of that role being filled. Predominantly contributed as a full-stack front-end engineer on top of a SOA backend. Consulted across teams when technical expertise, rapid prototyping, or domain knowledge was needed. Work done primarily in JavaScript/HTML/CSS, Java, Scala using the Play Framework.

Results

- Created UI component library used across the company leading to 10% increase in velocity on all UI teams.
- Fulfilled role of Engineering Manager during a reorganization period enabling engineering teams to continue to operate while lowering overall operating costs.
- Created an onboarding process for new employees and contractors that reduced total time to first commit by 40%.
- Acted as consulting UI engineer across teams when expertise was needed but open seats were unfilled resulting in higher productivity with reduced cost for those teams.
- Acted as a mentor to teammates who were not UI Engineers; teaching them the skills and concepts needed to work with the codebase, nearly doubling our team's capacity.
- Established code style and best practices and enforced those standards in code reviews resulting in higher-quality code across the team.

Member

Bitwise Web Services, L.L.C.

2009 – 2014

Remote

Provided technology consulting and software development services to startups and small businesses in NYC, Brooklyn, DC, Philadelphia, and CA. Developed a range of web-based software projects for high-profile clients and startups. Work done primarily in JavaScript/HTML/CSS on the LAMP stack.

Results

- Fulfilled all roles for business operations: sales, marketing, client relations, delivery, and accounting.
- Partnered with design firms to create brands for SMB's; developed SEO and search campaigns matched to the positioning strategy.
- Successfully procured and retained a roster of clients for multiple long-term contracts.
- Planned, estimated, and executed various custom software solutions in both public and private sectors spanning music, education, health, government offices, food, and records archiving.
- Demonstrated year-over-year growth of 2% to 5% between 2009 and 2014.

Director, Product Engineering

Ultrastar / LiveNation

2000 – 2009
NYC/Brooklyn

Tech director for a subscription-based official fanclub platform for David Bowie, The Rolling Stones, The Who, Madonna, Mariah Carey, and many others. Player/coach for a team of 5+ designers and developers. Responsible for production and delivery of client work. Created workflows and design patterns to allow for high reusability across clients. Organized and executed exclusive members-only experiences and live webcasts. Work done in JavaScript/HTML/CSS on the LAMP stack.

Results

- Took ownership of entire codebase reducing agency and contractor costs by 70%.
- Streamlined development and deployment process reducing delivery time by 50%.
- Proposed and developed new products and features directly responsible for new client acquisitions.
- Directed design and development teams in delivery of client work and with Client Managers in setting expectations resulting in operational excellence across the entire company.
- Conducted technical screenings and interviews expediting the hiring process from months to weeks.

Skills

Languages: JavaScript (ES2018/React/Node), HTML5, CSS3, PHP, Java, Scala, Kotlin

Tools: git, Webpack, Parcel, SCSS, LESS, Ansible, Terraform

Technologies: Docker, Kubernetes, Jenkins, Bamboo, TeamCity

Infrastructure: AWS, GCP