Alessandro Di Candia

Tech leader passionate about customer experience and effective collaboration.

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Over the past 20 years, I have worked in many industries with many people, using many technologies. In that time, I have been the catalyst in turning concepts into executions. My accrued technical, analytical, and communication skills allow me to work well horizontally and vertically to build positive, collaborative relationships. I enjoy solving challenging problems and creating processes that elevate productivity, quality, and happiness. I have a passion for creating innovative products, delivering exceptional customer experiences, and building talented, accountable teams.

Professional Experience

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

As a member of the senior leadership team, my colleagues and I collaborated to set the cultural and strategic vision for our fintech company, Gainbridge. Together, our Group1001-funded startup launched a digital, direct-to-consumer annuity platform that grew from 5 to 20 team members in 2 years and $0/week to $1MM+/week in sales in under 12 months. My role was essentially 3-fold, VP of Tech, Engineering Manager, and Technical Product Owner. This role leveraged every one of my talents and challenged me to grow to meet the demands of an aggressive fintech startup.

Accomplishments
- Hired and retained a distributed team of 10 engineers; effectively managing 50% of the company's staff.
- Established career growth paths for engineering team members, organized team off-sites and arranged for attendance at conferences.
- Introduced domain-driven-design (DDD) as a method of improving cross-functional communication, estimation accuracy, and product quality.
- Established processes for handling incident and change management, internal audit, and customer service.
- Implemented monitoring and telemetry to measure and inform establishment of KPI's and baselines for customer- and system-facing SLAs.
- 10% net reduction of production bugs release-over-release by implementing formalized QA processes during sprints and releases.
- 25-30% increase in velocity by introducing domain-driven design.
- Decreased open bugs by 50% within 6 months.
- Reduced technical debt by 30% by commissioning an architecture redesign and deploying it in parallel, gradually sunsetting problematic services.
- Delivered a 30% savings in AWS costs.

Principal Engineer   Synacor, Inc. (SYNC)   **2014 – 2017**
Remote to Buffalo, NY

Looking to expand my experience into more corporate/enterprise environments, I took a contract with Synacor as a Frontend Engineer on a fully distributed team. My technical contributions were

predominantly full-stack front-end on top of a SOA backend. We had a robust CI pipeline and a formal change management process for releases that needed to be coordinated across all engineering teams. Shortly before my contract was up, I was asked to join as an FTE and take on the responsibilities of Tech Lead. I agreed, and in time was asked to fulfill additional roles as needed. I consulted across teams when technical expertise, rapid prototyping, or domain knowledge was needed and acted as interim Engineering Manager in absence of the role being filled. During my time here I was able to continue my passion for frontend work and creating great user experiences, but I was also given the opportunity to exercise my leadership skills in a formal management role.

Accomplishments
- 10% increase in velocity across all company UI teams using a UI component library I co-authored.
- Reduced time to first commit during onboarding by 40% by creating scripts and documentation for new employees and contractors.
- Increased my team's capacity by mentoring teammates who were not UI Engineers; teaching them the key skills and concepts needed to work with the codebase.
- Increased code-quality within my team by establishing coding standards and strictly enforcing them during code reviews.

Founder	Bitwise Web Services, L.LC.	**2009 – 2014**
		Remote

Having learned much of what it takes to be successful in professional services during my first 9 years of employment, I started my own consulting company where I succeeded (and failed) by my own accord – using each experience as an opportunity for growth. I performed CTO/Technical co-founder duties for several startups while also architecting and coding the applications from scratch and managing offshore teams of mobile developers. I was also hired into several agencies to contribute extra engineering capacity and train their teams to use new technologies, coding best-practices and delivery workflows. Even after my contracts had ended, I remained in touch with several clients, hearing much positive feedback about the residual effects of our engagement.

Accomplishments
- Fulfilled all roles for business operations: sales, marketing, client relations, project management, engineering, and accounting.
- Successfully procured and retained a roster of clients for multiple long-term contracts.
- Partnered with design firms to create brands for SMB's; developed SEO and search campaigns matched to the positioning strategy.
- Planned, estimated, and executed various custom software solutions in both public and private sectors spanning music, education, health, government, food, and records archiving.
- Demonstrated year-over-year growth between 5% and 7%.

Director, Product Engineering	Ultrastar / LiveNation	**2000 – 2009**
		NYC/Brooklyn

After undergrad, I began work as webmaster at a startup founded by David Bowie. Part ISP, part subscription-fanclub/advance-ticketing platform. Early on, I was called upon to interact directly with fans as well as artists/clients. Clients included David himself, The Rolling Stones, The Who, Madonna, Mariah Carey, The Police, AC/DC and many others. My solid handling of those responsibilities allowed me to rapidly evolve into more of a player/coach as the team grew to 5+ designers and developers. I was responsible for ensuring our team delivered all client work as well as prototyping and pitching new features to prospective clients. Out of necessity, I invented my own processes, workflows and libraries to organize work, set expectations with client managers, and provide engineers a high level of reusability and extensibility between projects. I also organized and executed exclusive members-only experiences and live webcasts from venues.

Accomplishments
- Reduced agency and contractor costs by 70% by singlehandedly taking ownership of entire codebase.
- Reduced delivery time by 50% by normalizing development and deployment processes.
- Directly affected new client acquisition by prototyping new products and features.
- Directed design and development teams in delivery of client work.
- Accelerated the hiring process 4x by creating a questionnaire and battery of tests and for technical screenings and interviews.
- Achieved higher operational excellence by assisting client managers in setting expectations and providing teams a normalized framework within which to operate.
- Increased employee happiness by organizing weekly team-building events.

Core Competencies		
Executive	**Product + User Experience**	**Technical**
People Management Conflict Resolution Talent Acquisition Strategic Planning + Tradeoffs Business Analysis	Brand + Marketing Strategy Product Development IA / UI / UX Analytics + A/B Testing Performance Analysis	Technical Product Ownership Frontend Development API Development Solutions Architecture Security + Compliance

Core Technical Skills

Languages: JavaScript (ES2018/React/Node), HTML5, CSS3, PHP, Java
Tools: git, Webpack, Parcel, LESS, SCSS, Ansible, Terraform
Ops/Infra: Docker, Kubernetes, Jenkins, Bamboo, TeamCity, OpsGenie, AWS, GCP
Productivity: Adobe CS, Sketch, Miro, Atlassian, Slack, Zoom, Tuple, MS Office/G Suite

Education

- B.A. Advertising/Communications, Penn State University
- 3.8 GPA, Dean's List 6 of 8 semesters
- Minors in Business Management, Italian
- Work/study as Webmaster for College of Communications