

# Evan Dower, Staff Software Engineer

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Remote/Seattle, seeking visa sponsorship and relocation to New Zealand

- rapidly delivers results even in new domains due to quickly gaining in-depth knowledge
- delivers incrementally, with a focus on using data to determine whether further investment makes business sense
- supports team cohesion & productivity by supporting teammates' growth

## Experience

### Indeed, Seattle, WA

At Indeed, I grew my leadership, mentorship, architecture, and frontend skills. I gave management a try for a couple years. The work felt valuable & important, but I missed the satisfaction and day-to-day feelings of accomplishment that come with individual contribution. When transitioning back from management to IC work, I took the opportunity to change domains and learn new skills by moving to a frontend-focused team.

#### **Staff Software Engineer (Frontend Platforms) - April 2019 to present**

- quickly ramp up on frontend tech & best practices
- build & productionize micro-frontend framework, decoupling hundreds of content provider teams & dozens of consuming webapp teams to allow both to iterate quickly & independently
- own global header used across almost all Indeed pages & webapps while expanding coverage, iterating on content, and rewriting to take advantage of Indeed's new design system
- improve automated testing and streamline release processes in order to achieve full push-on-green CI/CD
- provide a platform for delivering non-UI capabilities (e.g. observability, cookie compliance, etc.) across all Indeed products
- improve performance of data analysis pipeline by >10x while also improving correctness
- improve performance impact & safety of global navigation header, including reducing initial bundle size by 48%, improving isolation, and using module federation to enable dependency sharing
- quickly investigate & address high severity production issues
- advise & mentor teammates and other engineers across the company, including helping them break work into incremental deliverables, prioritizing early risk-discovery & risk-reduction
- tech used: JavaScript, TypeScript, NodeJS, React, Emotion, Webpack, Cypress, Java, Spark (Scala)

#### **Software Engineer / Technical Delivery Manager (SMB Hiring) - July 2017 to March 2019**

- manage the performance & development of 6 software engineers to help them grow to their potential
- get buy-in from the team to initiate development processes and promote best practices to ensure team efficiency
- guide coordination with our cross-functional team members, including 1 designer, 1 quality assurance engineer, 1 data scientist, & 2 product managers
- collaborate with other teams to help them & us achieve business goals
- work with other teams to form cross-organization plans
- guide business & technical direction of the team
- provide input to design reviews throughout the company

#### **Senior Software Engineer / Tech Lead (SMB Hiring) - January 2017 to June 2017**

- guide the technical direction of the team
- mentor 4 software engineers to help them grow their technical skills
- collaborate with other teams to help them & us achieve business goals

#### **Software Engineer (SMB Hiring) - August 2015 to December 2016**

Leadership:

- Worked with product management to collaboratively define data-driven quarterly goals.
- Led a team of 4 engineers to track & meet those goals.
- Participated constructively in design reviews

- Interviewed candidates in coding/problem-solving interviews as well as architecture interviews.

Individual Contributions:

- Demonstrated proof-of-concept for increasing job requirement suggestion acceptance rate by 15%. *A/B testing*
- Designed & implemented client-focused data-driven API to help decouple client & service changes. *Java, Spring, Jackson, Protobuf*
- Introduced numerous best-practices and tools to reduce coding errors, and guided teams across the company in their use. *Immutables, Jackson, Fongo, Checkstyle, Spring-Data-MongoDB, AssertJ*
- Dug deep into other teams' code in order to address production issues as well as internal productivity issues. *Python, Django, Java*

## Amazon, Seattle, WA

In my decade at Amazon, I grew into a full-stack developer, owning (gathering requirements, designing, developing, monitoring, & maintaining) libraries, services, DB schemas, distributed systems, websites, & single-page apps. I demonstrated leadership by mentoring interns & junior engineers, leading to hires and promotions. Furthermore, I was liked and respected by my peers and customers due to my tact, CS fundamentals, quality-focus, breadth of knowledge of company-wide systems, and ability to dive deep & resolve complex/hidden root causes even in unfamiliar systems.

### Software Development Engineer (Developer Productivity Tools) - December 2006 to July 2015

In reverse-chronological order:

- Worked as part of a team to implement a code browser (think “GitHub for Amazon”) with innovative features such as “always-on blame”, visual DAGs, elegant client-side change views, commenting, and pull-requests. *Ruby on Rails, AngularJS, CoffeeScript, Java, Git, NoSQL (DynamoDB)*
- Worked as part of team to implement highly available, horizontally scalable revision control, supporting >300k Git repositories for >10k developers. *Java, Distributed Systems, Git, Oracle*
- Designed & built an authorization system to model access control while abstracting the backend in order to protect clients from changes in a space that has historically shown substantial volatility.
- Led a team to implement a system supporting company-wide continuous deployment, modelling and automating ~40k release processes. *Java, Ruby on Rails, Oracle*
- Improved deployment scheduling algorithm from  $O(n^3)$  to  $O(n^2)$ , allowing Amazon to scale deployment capacity to handle Q4 loads, allowing development to continue and potentially saving many millions of dollars.
- Owned internal revision control systems, including implementation of monitoring, throttling, and a hot standby system. The depth of understanding I was able to reverse-engineer allowed Amazon to terminate their support contract with Perforce, saving ~\$1M per year. *Perforce, Perl*
- Owned multiple generations of internal code review systems, including gathering requirements and designing features. The latest generation handles ~6k CRs per day and serves >10k users across the company. *Python, Java, Perl/Mason, MySQL*

### Software Development Engineer (Ordering) - March 2005 to December 2006

- Owned reporting and improving stuck/delayed order metrics, including coordinating with other teams to resolve root causes.
- Owned marketplace seller order management used by all Amazon sellers (both backend services and web frontends). *Java, C++, Perl/Mason, Oracle*

## Education

University of Washington, Seattle  
 Bachelor of Science (B.S.), Computer Science  
 2001 - 2005