



John Flesch

Staff Software Engineer • Engineering Manager • Innovative, Strategic and Empathetic Leader

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Full-stack Tech Lead focused on building and operating secure, reliable lending/payment systems, upgrading platforms and tooling, and setting the standard for AI-enabled engineering workflows that help teams ship faster with higher confidence.

WORK EXPERIENCE



Software Engineer Technical Lead

Enova International

September 2024 — Present

A full-stack engineer leading the modernization and evolution of Enova's CashNetUSA installment and line-of-credit customer-facing financial products and internal customer support applications, specializing in Node.js/JavaScript/TypeScript and Ruby on Rails. Notable achievements include:

- Implemented AI-augmented development across teams by introducing and promoting AI use beyond code completion (architectural review, legacy code analysis, and safer refactoring) to help the team debug and modernize faster.
- Led the end-to-end implementation of a sure bank account capture and encryption method, delivering a critical PCI/compliance initiative to ensure sensitive customer financial data is handled securely across systems.
- Drove a significant set of fixes to payment schedule breakdown calculations and display logic, ensuring customers and support reps see accurate financial data.
- Owned the tech-stack modernization of CashNetUSA's customer support application, incrementally adopting newer technology and frameworks, including a faster development feedback loop and improved testing and CI.



Staff Backend Engineer

Webflow

July 2022 — May 2024

As a Node.js & DevOps engineer on the Developer Experience team spearheading initiatives to enhance developer productivity and optimize workflow processes for a team of over 200 engineers, notable achievements include:

- Collaborated cross-functionally to develop an innovative React application streamlining the Git-based deployment process, slashing production deployment times by 90%, enabling near-instant rollbacks, and empowering engineers to continuously enhance the core Webflow product.
- Enhanced and improved the stability and speed of the local development environment, resulting in a consistent increase of over 10 points in developer happiness score every quarter.



Lead Software Engineer II

Stitch Fix

August 2021 — April 2022

As a Ruby on Rails engineering lead on the Marketing Enablement developing the service-oriented architecture behind Stitch Fix's client marketing capabilities, significant accomplishments include:

- Collaborated cross-functionally with the Marketing department to successfully implement new functionality that facilitated the delivery of marketing campaigns to an extended base of 250,000 Android clients through push notifications.
- Supported and contributed to the internal email service delivering more than five million promotional and transactional emails on a daily basis.



Senior Software Engineer

Enova International

January 2020 — August 2021

As a Ruby on Rails and Go engineer supporting small and medium business customer-facing products and the internal applications used by Enova's Headway Capital Underwriting team, significant accomplishments include:

- Collaborated with the Analytics team to implement automated model-driven lending decisions, resulting in a decrease in fraudulent activities and a reduction in the time and resources required for loan underwriting.
- Implemented functionality allowing small and medium businesses to defer loan repayments without accruing additional interest, benefiting over 600 businesses facing financial challenges.
- Championed, designed, and developed a Go-based AWS Lambda solution automating the loan commission payment process to external lending partners and eliminating human errors resulting in significant time savings for the Accounts Payable department.



Senior Software Engineer

Relativity

August 2019 — January 2020

As a full-stack engineer, modernized the development experience of the Relativity Processing application's front-end codebase using Typescript and an improved build process, allowing a faster release cycle.



Senior Software Engineer

Verizon

November 2015 — April 2019

As the Backend Team Lead, developed authentication/authorization and GraphQL APIs, and played a key role in scaling Verizon's React-based digital content platform and cloud infrastructure. Significantly boosted the monthly active user base by 550% and realized remarkable cost savings, resulting in a reduction of annual expenditures exceeding \$7 million.



Engineering Manager

Verizon Wireless

June 2010 — November 2015

Acknowledged with a "Leading" performance rating (granted to the highest-performing 10% of employees) for expanding a distributed team of 2 contractors to 10 proficient engineers specializing in Node.js and Ruby on Rails. This team supported the development of an acclaimed digital content platform utilized in all Verizon educational settings by a workforce of over 80,000 individuals. Significant cost savings of over \$2 million annually were achieved in training expenses while consistently doubling the number of monthly active learners with each major version release.



Software Engineer

Verizon Wireless

June 2005 — June 2010

Spearheaded the technological advancements driving the creation of Verizon training authoring tools, resulting in the development of a versatile and customizable JavaScript framework that empowers content creators to efficiently produce engaging interactive training materials. Pioneered the transition to internal courseware development, resulting in substantial savings of over \$125,000 per year by eliminating the need for outsourcing production. Provided guidance, supervision, and advancement opportunities for a contracted employee, ultimately leading to their successful transition to a full-time position within the organization.

EDUCATION

Bachelor of Arts (BA) — Interactive Media Design

The Art Institutes — Illinois Institute of Art

SKILLS & TECH STACK

Node.js • JavaScript • TypeScript • React • Vue • Ruby on Rails • Go • Python • Shell • REST API • GraphQL • Full-Stack AI • AWS • Infrastructure • Terraform • Docker • Kubernetes • MySQL • PostgreSQL • MongoDB • Redis • DevEx • DevOps CI/CD • Compliance • Security • OAuth • Analytics • Observability • Reliability • Incident Response • Engineering Leadership