GRANT AMMONS

ENGINEERING LEADER

PROFILE

I'm an engineering leader and software engineer with over 15 years of experience building web-based applications at scale, and supporting the people that build them. I'm seeking management roles in product-focused, high growth companies.

CONTACT DETAILS

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LEADERSHIP SKILLS

- Empathy
- Servant leadership
- Hiring
- Budget management
- Process building / optimization

ENGINEERING SKILLS

- Ruby/Rails
- Mysql
- React
- Docker/Kubernetes
- DevOps best practices
- Golang

WORK EXPERIENCE

Head of Engineering
ConvertKit
Jan 2017 - Oct 2020

ConvertKit is a SaaS email marketing company that caters towards creators. ConvertKit has solid growth. I joined when we were at approximately $6M in ARR, and I helped scale it to nearly $25M.

- **Hired and managed** the engineering team from 3 to 25+ engineers, focusing on diversity and inclusion.
- **Coached, mentored, and led** a team of 4 engineering managers.
- **Built processes** where a process was nascent or missing - hiring, software delivery, QA, performance reviews / promotions, and others.
- **Built effective team structures** to provide continual value in key areas of ConvertKit's product, and focused on building an efficient, effective software delivery process.
- **Hired SRE team** that moved production infrastructure from Heroku to AWS, using DevOps best practices, and keeping costs at 4% of MRR.
- **Helped scale** ConvertKit's architecture and infrastructure to handle nearly 1B email sends / month, as well as managing click, open, and delivery events in realtime.

VP Engineering / Co-founder
PipelineDeals
January 2007 - October 2017

PipelineDeals is a bootstrapped SaaS CRM product that I established with 2 other co-founders. During the time I was there, I helped build it from an idea to a full-fledged CRM product serving thousands of customers with over $6M ARR.

- **Hired and managed** 3 teams of remote software engineers.
- **Established effective software delivery process** to ensure high quality and tight collaboration.

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VP Engineering / Co-founder (continued)
PipelineDeals

- **Ensured best practices** for software delivery. Implemented continuous delivery via an awesome blue/green deployment setup and custom feature flipper that allows us to keep feature branches short and small.
- **Managed a large production infrastructure** in AWS, overseeing 50+ server instances. Implemented best-in-class practices to ensure speed, scalability, and uptime. Achieved 99.999% uptime in 2015. Has kept infrastructure costs 5x below SaaS averages by strategic use + planning of reserved instances.
- **Sole engineer** on the team in the early stages, using engineering + DevOps best practices to build features quickly and gain traction.

Senior Software Engineer
Revolution Health

2006

Revolution Health was Steve Case's stealth healthcare startup based in Washington DC.

- Joined high-performing team that eventually left to form LivingSocial.
- Worked with Rails team to help rewrite the software from Java to Rails.

Senior Software Engineer
Hammer Communications

2005-2006

- Helped small design team with all technical aspects of client work.
- Designed deployment system that managed dozens of websites for clients.

ORGANIZATIONS & PROJECTS

Chapter co-founder
CTO School Philadelphia

2015

CTO School is a meetup group of engineering leaders who want to level up their technical leadership skills. The group now has over 250 members. I manage coordinating each monthly event, as well as finding speakers and sponsors. We usually get between 20 and 40 people to show up for the monthly meetup.

Ultradeck

2016

Ultradeck was a SaaS product I created for engineers to quickly create beautiful slide decks. It did not gain traction, but I did learn an enormous amount about product development and marketing.

- Storybook is still online showing the breadth of the app.
- Utilized create-react-app, Typescript, Redis, Mysql, and Rails.

Ultralist

2018

Ultralist is an open source, command-line task management app written in Go. Utilizes Go, websockets for real-time communication, Rails Mysql, create-react-app, and Progressive Web App fundamentals.

EDUCATION

B.S. Information Systems Technology

Drexel University

2002