

# GRANT AMMONS

## ENGINEERING LEADER

### PROFILE

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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, mission-driven companies.

### CONTACT DETAILS

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**Phone:** 215-801-7554

**Email:** [grant@grant.dev](mailto:grant@grant.dev)

**Visit:** [grant.dev](http://grant.dev)

**Github:** [gammons](https://github.com/gammons)

**LinkedIn:** [grant-ammons](https://www.linkedin.com/in/grant-ammons)

### LEADERSHIP SKILLS

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

### ENGINEERING SKILLS

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

### WORK EXPERIENCE

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#### Director of Engineering

##### ConvertKit

Jan 2017 - Present

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 \$23+M.

- **Hired and managed** core engineering team from 3 to 25+ engineers, focusing on diversity and inclusion.
- **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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## AWARDS

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- ConvertKit's MVP award 2019

## 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

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## 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.

## ORGANIZATIONS & PROJECTS (continued)

### 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

2016

[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

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### B.S. Information Systems Technology

Drexel University

2002