

## Grant Ammons

I'm a technical engineering leader with 15 years of experience building and scaling software, teams, and companies, with an emphasis on devops.

### Core Skills

- **Engineering Leadership:** Skilled at hiring + leading amazing engineering teams and enable them to do their best work.
- **Ruby / Rails:** 13 years experience building + scaling production Rails applications.
- **Devops:** Care deeply about Infrastructure-as-code, and establishing effective CI/CD processes.

### Work experience

#### **ConvertKit - Director of Engineering - Jan 2017 - present**

ConvertKit is a SaaS email marketing company that caters towards creators.

- Scaled engineering org from 3 to 18+ engineers, focusing on diversity and inclusion. ConvertKit has solid growth (our numbers are open: <https://convertkit.baremetrics.com>). I joined when we were at around \$6M in ARR, and I helped scale it to nearly \$20M.
- Implemented many processes that were nascent or missing - hiring, software delivery, QA, reviews / promotions, etc.
- 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.
- Built SRE team that moved production infrastructure from Heroku to AWS, using DevOps best practices, and keeping costs at 4% of MRR.
- Guided teams to build and scale ConvertKit's architecture and infrastructure to handle nearly 1B email sends / month, as well as managing click, open, and delivery events in realtime.
- Set up teams to handle compliance, deliverability, and spam prevention.
- Instilled a learning culture that helped engineers find the time and space to better themselves, and to start and contribute to open source projects.

#### **PipelineDeals - VP of Engineering / partner - Jan 2007 - Jan 2017**

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

- Hired and managed 3 remote teams of software engineers. My teams have delivered a significant amount of features and product improvements.
- Ensured culture is strong and vibrant, even though we are all remote. Engineer happiness and productivity were my primary concerns.

- Established effective software delivery process to ensure high quality and tight collaboration.
- Crafted and honed all other processes that made up our engineering org: interviewing, onboarding, management, goals, QA, downtime communication.
- Ensures 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.
- Continually worked with the team leads to set the overall technical direction, keep up with tech landscape, and evaluate new tools as they become production-ready.
- 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.

#### **Revolution Health - Senior Software Engineer - 2006**

- Worked with Rails team to help rewrite the software from Java to Rails.
- Part of team that eventually left to form LivingSocial.

#### **Hammer Communications - Senior Software Engineer - 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**

#### **CTO School Philadelphia - Chapter Co-founder Jan 2015 - present**

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**

Ultradeck is a SaaS product 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**

Ultralist is an open source, command-line task management app written in Go.

- Utilizes Go, websockets for realtime communication, Rails Mysql, `create-react-app`, and Progressive Web App fundamentals.

## **Education**

**Drexel University** - B.S. Information Systems Technology, 2002.