Gennaro Monaco

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Software Engineering & Product Development Leader

Proven leader with 23 years of experience directing, architecting, coding, deploying, and maintaining highly-optimized SaaS solutions and web applications. Collaborative partner with executives, management, and product owners to define and roll out maturity adoption initiatives across a matrixed organization. Servant leader, active listener, and concise communicator, effective at conducting intellectually honest dialogue, helping to surface diverse ideas, and creating cross-departmental connectivity and integration. Assertive yet empathetic mentor, committed to career laddering definition and inspiring high-performing, multi-disciplined teams. Certified Scrum Master, well-versed in agile methodologies and leading lean, test-driven development. Proficient across the full application stack, from front-end open source technologies and UX frameworks to back-end distributed systems, databases, services, and caching platforms. Practiced in creating product vision, identifying opportunities through data-driven analysis, and making bold yet calculated risks - aggressively leading through change. Active voice in vendor selection and new technology evaluation, building solid partnerships with 3rd-party providers and technology leaders to stay on the leading edge of industry solutions. Passionate self-starter, bringing energy and enthusiasm to every role, consistently exceeding individual, team, and corporate goals.

Senior Manager, Engineering

iCIMS • Bell Works - Holmdel, NJ • September 2019 — Present

Leadership

- Grew and managed multiple teams of product-focused software engineers, engineering leaders, architects, product managers, and designers in building the *iCIMS Talent Cloud*—a SaaS-based, best-in-class hiring platform used by ~6,000 companies to recruit and retain top talent.
- Reported under both the CTO and CPO, bridging the gap between the Engineering and Product.
- Balanced onboarding and merging of new acquisitions and their toolsets with the ongoing development roadmaps of in-house solutions.
- Recently completed a multi-session *Vista Equity Engineering Management Accelerate* training program to further develop my skills as a business leader.
- Filed software capitalization reports to recognize internally-developed software as fixed assets.
- Member of the 2021 and 2022 ISO and SOC2 compliance audits with *iCIMS* InfoSec.

Software Engineering

- Spearheaded the *Engineering Accelerator Program (EAP)* to efficiently onboard engineers and furnish the teams with toolkits and turnkey solutions to have them up and running quickly.
- Developed and embarked on a 2022-'23 *Engineering Accelerator Listening Tour*, joining my lead architects and engineers in sessions with 50+ agile teams to gather direct feedback on our internal toolkits, design system, CI/CD processes, and engineering standards.
- My programs and teams included: *EAP*, CI/CD + Deployment Automation Pipelines, Product Design, Design Systems Engineering, UI/UX Componentry, Frameworks + Generators, and Identity + Access Management.
- Embraced and incubated emerging technology and open-source products across all platforms, ever-working to modernize our tech stacks.
- Operationalized the *Material Design* system at *iCIMS* and pushed for a sizable investment in moving from bootstrap styling to v5 of the *MaterialUI* React framework.
- Structured our CI/CD + deployment automation pipelines to follow best-of-breed infrastructure and compliance automation methodologies.
- Conducted architectural, UX design, and code reviews to ensure compliance with our Definition of Ready (DoR) and Definition of Done (DoD) standards.
- Adhered to established processes, SLAs, relevant controls, and feedback systems or processes to monitor the teams' performance.
- Ensured the department actively met SLAs and maintained support and sustainment levels via Slack, Jira Service Desk, and PagerDuty to manage off-hours coverage during SEV 1 escalations.
- Partnered across functional areas to optimize agile team performance and delivery against milestones for release.

Project Management
Slack
Microsoft Office
Google Workspace
Jira
Confluence
Basecamp
Trello
Notion
Aha!

CI/CD
Jenkins
Circle CI
GitHub
BitBucket
Azure DevOps

Software Engineering
VS Code, IntelliJ, etc.
JavaScript
Node.js
React + Redux
HTML + CSS/Sass/LESS/JSS
i18next
Material UI
Angular
Next.js
PHP + Laravel
Java + Spring Boot +
Hibernate
Yarn
Docker

Quality Assurance Testing
SonarQube
Storybook
Chromatic
React Testing Library
Jest Testing Framework
WebdriverIO
Playwright.dev
PHPUnit Testing
Veracode SCA
aXe (Deque) Accessibility

Servers
AWS
   ECS / EKS
   S3 Buckets
   CloudFront CDN
   Route 53
   Lambdas
NGINX
Apache HTTP
Maven, Tomcat, JBoss
Microsoft IIS
Akamai CDN
Varnish Cache
Imgix
UNIX + Linux

Product Lifecycle Management

- Contributed to Strategic Planning, Product Roadmapping, Budgeting, and Capacity Planning sessions.
- Partnered with *iCIMS* Centers of Excellence (CoEs)—groups dedicated to Security, Performance, Accessibility, and Localization—to ensure our products meet industry standards.
- Collaborated on the creation and revisions of many departmental SOPs.
- Ensured team execution aligned with cross-departmental strategies, annual OKRs, and tactical must-win battles.

Software is People

- Leader on multiple councils and technical working groups—SDLC, DoR/DoD, DevOps, CI/CD, Design Systems, Accessibility, Localization, Diversity Equity & Inclusion (DEI).
- Committed to supporting a positive workplace, promoting equity, inclusivity, and team morale.
- Led with compassion and empathy—emphasizing consistent communication, reliability, mutual respect, and trust between our managers, stakeholders, and individual contributors.
- Partnered with HR and Talent Development to define career laddering for multiple roles and tiers.
- Managed geographically dispersed teams and programs—from outsourcing to a design shop in Croatia to directing technical "surge" teams in India. Built solid collaboration with our in-house resources in California, Colorado, NYC, NJ, Europe, and Hyderabad.
- Supported the iCIMS Internship Program as a workforce pipeline, providing immersion training and facilitating the transition of many interns to full-time employees.

Coaching + Training

- Led our teams in developing and administering internal training courses for subjects including *Architecture, Design Patterns, React, MaterialUI, WebdriverIO, Jenkins, AWS CodePipeline,* etc.
- Responsible for Agile Coaching, Training, and Management (Scrum/Kanban/SAFe).

Past Positions

Director, Software Engineering
CollegeHumor Media, IAC • New York, NY • March 2018 — July 2019

Director, Front-End Development
Electus Digital, IAC • New York, NY • May 2014 — February 2018

Senior Director, Web Solutions
Defy Media (formerly Alloy Digital) • New York, NY • March 2012 — March 2014

Senior Manager, Product & Development
Alloy Media + Marketing / Alloy Digital • New York, NY • March 2010 — March 2012

Manager, Application Development
Alloy, Inc. • New York, NY • October 2005 — March 2010

Senior Application Developer
Alloy, Inc. • New York, NY • August 2000 — October 2005

Key highlights from the past positions • 2000-2019

- Collaborated with executives, product managers, and creative teams to conceptualize and develop the new subscription-based product—*Dropout.TV*. Analyzed customer surveys and industry competitor data to address subscription pricing strategy.
- Managed complex product roadmaps, balancing competing priorities of stakeholders.
- Empowered team members to perform peer code reviews, establish best practices, and share learnings on new technologies, coding techniques, and upcoming UI/UX trends.
- Oversaw the development and spin-off of *AlloyEntertainment.com* in the ~$100 million acquisition of *AE* by *Warner Bros.* Acted as the technical point of contact for the 20-person transition team.
- Co-architected and built a Node.js-based gamification engine, allowing millions of *Smosh.com* users to gain points, level up, and earn rewards in the *Game of Smosh*.
- Built an e-commerce engine for *Alloy*, *dELiA*s*, and *CCS* that processed ~$2 billion in transactions over an 8-year span.

For more details, please see my *LinkedIn* profile at in/gennaromonaco/

Databases
AWS RDS
PostgreSQL
MySQL
NoSQL (MongoDB)
Redis

Engineering Analytics
PluralSight Flow / GitPrime
AllStacks
Jira Reports + Control Charts
Looker Reports

User Analytics
Google Analytics
Google Tag Manager
FB Pixel
Optimizely A/B
Taplytics
AppsFlyer
BlueShift CRM
Domo
Splunk

Wireframing + Design
Figma + FigJam
Zeroheight
Miro
Adobe Photoshop
Sketch
Zeplin
Balsamiq

Ad Operations
Google DFP / DoubleClick
Amazon A9
Integral Ad Science
Adventive
Sizmek

Content Management
Drupal
WordPress

Formal Education
University of Massachusetts at Amherst

Bachelor of Science, Computer Systems Engineering
1996—2000

Hobbies + Passions
Curling 🥌
Catamaran Sailing
Hiking
Tenkara / Flyfishing
Raising Chickens