

GERRIT BOND

ENGINEERING MANAGER



CONTACT

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EDUCATION

BACHELOR'S DEGREE

Computer Science
Virginia Commonwealth University
2015

SKILLS

- Project Management
- Mentorship
- System Design + Architecture
- Distributed Systems
- C#
- Python
- NodeJS
- Java
- Containers
- Terraform
- AWS Proficiency
- SQL
- Redis
- DynamoDB
- Kafka
- RabbitMQ

SUMMARY

I'm a skilled Engineering Manager who builds and motivates high-performing software engineering teams. I have over nine years of experience working on complex projects across product boundaries and across company sizes. My throughline is a focus on rapid and efficient delivery of value for the project, and the overall business.

I find the most rewarding part of my job to be growing and enabling a capable, well-motivated engineering team thereby improving an organization's ability to deliver.

EXPERIENCE

Engineering Manager

Tomorrow Health / New York (Remote) / June 2023 – Present

- Led two engineering teams simultaneously, one a product-aligned team focused on improving complex core systems; the other a DevOps squad improving our infrastructure.
- Hired 4 Senior FTEs (DevOps, Backend), and 1 Junior FTE from operations through internal mentoring on the team. Promoted 1 FTE to a Staff level. Maintained 93% anonymous manager satisfaction as a management team vs. ~70% company wide.
- Launched Fax Automation, a capability which enabled device suppliers to save 30+% of their time when processing faxed medical documentation.
- Expanded benefits of Fax Automation, with regular Product partnership to provide internal work-time reduction; brought enhanced visibility to referring practices for fax based orders.
- Oversaw and reduced overall infrastructure spending by 10% through right-sizing of our resources and adjusting retention policies.
- Designed, and led implementation of SMS consent tracking in line with regulations such as TCPA. Consulted with legal representation to enable the business, while mitigating potential legal risk.

Engineering Manager

Imperfect Foods / Misfits Market / California (Remote) / June 2022 – April 2023

- Led the team to identify and remediate significant technical debt, reducing after-hours incident frequency from 2 per week, to 1 per month.
- Led the integration between operations systems between Misfits Market and Imperfect Foods as part of the acquisition. I designed and led the implementation of core data syncing between the systems ahead of the organization being fully involved.
- Led the team to integrate a warehouse management system in 5 operations centers across the country. Collaborated closely with operations, and other cross-functional stakeholders to identify requirements and assess issues rapidly.
- Hired 2 Senior FTEs (Backend), handling hiring, onboarding, training, and growth in the organization.

INTERESTS

Tabletop Gaming

Traveling

Baking

Teaching

Senior Software Engineer

Imperfect Foods / California (Remote) / May 2021– June 2022

- Implemented an inventory management system, responsible for facilitating receiving, packing, and recounting activities within the warehouse. Integrated inventory counts with our accounting system.
- Worked with the team to evaluate our existing microservices, and review the boundaries between them. Established new bounded contexts following event storming exercises and team review.
- Worked with the team to integrate Kafka as a message queue for the larger system architecture.
- Developed and supported multiple in-house tools enabling operations to correctly pack and ship thousands of boxes per day.

Senior Software Engineer

Capital One, Commercial Bank / Richmond, VA / June 2019 – May 2021

- Developed a covenant management system, as part of a legacy platform migration.
- Developed a proof-of-concept event sourced solution for measuring compliance on a loan's covenants.
- Assisted in delivery of time-sensitive applications such as a modernized pricing model and a legislatively required exceptions framework.

Senior Consultant

UDig Consulting / Richmond, VA / August 2016 – June 2019

- Developed an event management system for a national union. Responsible for event registration, reporting, and vote allocation to union affiliates as part of their regular elections.
 - Began UDig's investment in a data science offering. Worked on developing a customer acquisition model for an insurance company, and a member risk model for a major motor club.
 - Created and managed an internal knowledge sharing program, responsible for organizing a regular series of talks from the broader team spanning problems across technologies and clients.
 - Formalized, managed, and mentored UDig's consultant internship program.
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