

Jon Hanks

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Technology and Software Engineering Leader

Remote (Open to relocation) - Virginia, United States

Authorized to work for any US employer

Seasoned technical engineering leader with over 15 years of experience in software development and technology businesses. Proven track record of driving results and leading teams to create innovative solutions that advance business objectives. Customer-focused mentality honed through entrepreneurship education and startup experience, enabling alignment of business goals with technical excellence. Expertise in software architecture, engineering, reliability, backend web applications, and microservices development. Quick learner with a passion for expanding skills and making valuable contributions to the business.

Staff Software Reliability Engineer (SRE)

Indeed.com / Remote / April 2022 - Present

- Led multiple teams of engineers comprising Indeed's Video Interview Platform as the technical SRE lead. Oversaw weekly operational excellence reviews and team infrastructure reliability projects.
- Provided thought leadership to enhance on-call support, security, and other reliability goals within the SRE organization.
- Participated in on-call escalation for critical events and played a key role in the mitigation and remediation of major company-wide reliability incidents. Contributed to efforts to learn from events and make continual improvements to systems based on root causes and issues exposed from those events.
- Conducted interviews and participated in hiring reviews for over 100 software engineer and management candidates. Led system design/architecture and whiteboard coding interviews to support hiring efforts allowed for substantial growth of the engineering organization.
- Mentored mid-level and higher software engineers on increasing their impact, developing leadership skills, and advancing their career goals.
- Experienced in utilizing tools such as Terraform, Datadog, and various AWS products to create solutions and enhance software reliability.

Staff Software Engineer

Indeed.com / Remote / 2018 - April 2022

- Led a team of 4 software engineers with the goal of providing a best-in-class compliance experience for developers during the software development lifecycle (SDLC). The team created and provided tools to assist with security, accessibility, test automation, and more.
- Played an active role in the ongoing enhancement of the Indeed standard SDLC. Consulted with many teams within Indeed engineering on improving their system architecture to produce enhanced solutions and establish best practices.
- Established and promoted internal best practices around DevOps principles such as: continuous integration, continuous deployment, use of microservices, infrastructure as code, monitoring, test automation and verification.
- Architected and play an active role in the software development for systems that make use of various industry standard and innovative components including: AWS, Docker, Terraform, Kubernetes

Software Engineer

Indeed.com / Austin, TX / 2014 - 2018

- Created and supported tools that allowed Indeed to grow the engineering team dramatically by over 10x.
- Improved Indeed's Python development capabilities and promoted its adoption, leading Python to become the most popular language for new development at Indeed. Initiated and oversaw the global migration of Indeed's Python usage to Python 3 for hundreds of applications.
- Built software tools and applications utilizing Docker, Python, Jenkins, Gitlab, and other technologies.

CTO and Cofounder

Prepify / Austin, TX / 2014

- As CTO and technical leader, led a team of three technical members at this seed-stage startup. Oversaw development and launch of a web-based SAT learning platform for high school students.
- Developed the SAT learning platform product using Python, Django, and Javascript. Launched the application to the public using Rackspace Open Cloud.
- Led the institution of SDLC techniques including Kanban, Agile methodologies, and technical code reviews.

Founder

Mesozoic Media / Austin, TX / 2007 - 2012

- Founded and managed Mesozoic Media, an internet marketing startup focused on building eCommerce catalog management platforms and content-driven web applications.
- Developed a platform that enabled the management of over 3 million products across multiple sites.
- Consulted with online game development firms to improve their internet marketing presence, grow their long-term fan bases, and better utilize their data.

Software Engineer

Pixel Mine Games / Austin, TX / 2007

- Contributed to development for multiple AAA game titles using C++ and Unreal Engine. Short term contract.

Software Engineer

Super Happy Fun Fun / Austin, TX / 2005 - 2006

- Developed mobile phone games, applications, and development tools using J2ME (Java), BREW (C++), and Python.

Game Programmer

Multimedia Games (Everi Holdings) / Austin, TX / 2004 - 2005

- Developed bingo-based slot games and internal game development tools using C++ and C#.

EDUCATION

University of Texas, Austin, TX / *Masters of Business Administration, MBA* / 2012 - 2014

Full-time student with a focus on Entrepreneurship and Management and learning how to create great products.

- MBA Summer Internship - Product Management Group at Adlucent, where they worked on the day internal parting optimization system for Google Adwords, resulting in a 22% increase in ROI for ad spend.
- Research Assistant at University of Texas - worked with Prof. Richter on software development for research into economic processes of lobbying in the Canadian government.
- Texas Venture Labs - Led teams working with early and seed stage startups on product research and improvement.
- Organizer at 3 Day Startup - Mentored startups on idea generation and market validation.

Virginia Tech, Blacksburg, VA / *B.S. Computer Science, B.S. Mathematics*

Two degrees with honors. Phi Beta Kappa. CS GPA 3.93/4. Math focus in Applied Discrete Mathematics.

SKILLS

Site Reliability Engineering - Amazon Web Services (AWS) - Terraform - Datadog - Software Development - Python - Software Architecture - CI/CD - DevOps - Jenkins - Infrastructure as Code (IaC)