Jonathan Campbell

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Summary

Accomplished engineering director with a proven ability to create revenue-generating applications and money-saving processes. Successful track record with hands-on development, leading small teams, and directing multiple teams both directly and via reporting managers. Experience with multiple software development life cycle implementations with a preference for modern DevOps. Extensive domain experience in the financial and consumer marketing sectors.

Experience

Director Of Engineering

Urbint

Feb 2021 - Present (6 months +)

Managed multiple full-stack engineering teams across application engineering and DevOps, including up to 14 engineers. Spearheaded an extensive rewrite of the company's flagship Damage Prevention application from a hard to hire for combination of ClojureScript and React to TypeScript and React.

• Championed a mobile-first strategy based on Google Analytics and Pendo insights to provide the best experience for 70%+ of the app's user base.
• Introduced Django and the built-in administration tool to move basic tasks from engineers to deployment specialists, reclaiming forty hours of engineering time each sprint.

Software Engineering Manager

Urbint

Aug 2020 - Jan 2021 (6 months)

Restructured the application engineering and DevOps teams after a permanent move to remote work during the COVID-19 pandemic.

• Made strategic management and individual contributor hires to lay the ground work for upcoming projects and continued rapid growth.
• Jump-started international hiring within the engineering team, resulting in up to 60% savings on salaries compared to traditional New York City rates.

Director of Software Engineering

KBRA

Feb 2016 - Jul 2020 (4 years 6 months)

Led a software engineering organization of up to 60 cross-functional engineers to build, deploy, and support a dozen internal and customer-facing applications through the entire software development life cycle.

• Saved an estimated $15 million yearly by implementing a new ratings management system. This application eliminated the need for hiring additional data entry staffing, increased efficiency for ratings publication, and kept the company in compliance with extensive government regulations
• Transitioned 100% of the firm's custom applications from bare metal servers to private- and public-cloud hosting (Azure & AWS) with 80% of those applications moving to Docker and Infrastructure-as-Code (IaC) within one year.
• Leveraged a combination of employees, on- and off-shore contractors, and multiple service providers to successfully build a drop-in replacement for a competitor's product across multiple delivery channels (desktop software, web application, and data feeds) within two years.
• Instituted policies, procedures, and tools to successfully transition the firm from a traditional environment with a wall between engineering and operations to an integrated DevOps culture.

Web Application Development Manager
KBRA

Apr 2014 - Feb 2016 (1 year 11 months)
Hired the firm's two dozen software developers, creating a culture focused on the agile principles, software craftsmanship, and customer interaction.

• Achieved over $2 million in revenue within the first year after launching KBRA Credit Profile, an internally developed, subscription web application.
• Lowered the cancellation rate of KBRA Credit Profile nearly 30% by integrating KBRA's proprietary data into third-party applications. This required extensive coordination with department heads, product managers, and software engineers at multiple other financial firms.

Senior Web Developer
KBRA

May 2013 - Apr 2014 (1 year)
Rapidly built and deployed an internal application to facilitate the monthly analysis of commercial mortgage loans. Leveraged multiple part-time contractors to deliver ahead of schedule while staying within budget.

Lead Software Developer
ReminderMedia

May 2012 - May 2013 (1 year 1 month)
Responsible for all aspects of documenting processes, integrating teams, and consolidating technologies after a merger with another firm.

• Transitioned multiple web applications from bare metal servers to a private cloud, necessitating extensive refactoring and other changes. This move reduced the load time of the company's lead generation tool by 90%, increasing the average outbound calls per salesperson by 2 per hour.

Director Of Information Technology
ReminderMedia

May 2008 - May 2012 (4 years 1 month)
Provided wholistic technical vision and leadership while managing a staff of up to 12, including support staff, system administrators, and software developers. Served as product owner for multiple custom

applications; collected user requirements, created functional and technical specifications, and reviewed new changes with users and stakeholders regularly.

• Created a two-year, comprehensive onboarding and mentoring process for new developers. Established relationships with multiple local colleges. These two paired together resulted in savings of up to $45,000 on each new developer hire by placing smart, ambitious new graduates instead of seasoned developers.
• Architected a unified data model and led extensive refactoring to transition both the customer interface and printing export to this model. This resulted in the complete elimination of mismatch errors in the company's weekly, high volume print processes.

Software Developer
ReminderMedia
May 2006 - May 2008 (2 years 1 month)

Software Developer
Aniglyphics, Inc.
Oct 2004 - May 2006 (1 year 8 months)

Software Developer
Diving Sun Interactive, LLC
Sep 2001 - May 2006 (4 years 9 months)

Systems Administrator
Enter.Net, Inc.
Oct 2000 - Aug 2005 (4 years 11 months)

Education

Allentown Business School
Associates in Specialized Technology, Personal Computer and Network Technology
1999 - 2001

Licenses & Certifications

Defensive Driving - American Red Cross
BIO05OC006001EHS

Skills

Technology Management • Agile Methodologies • Team Leadership • Test Driven Development •
Software Development • Web Applications • Requirements Gathering • DevOps • Change Management