

Recent **Lattice.com**

*Staff Software Engineer & Tech Lead*

2019 - 2023

- Full-stack web application software engineering proficiency.
  - Tech: Typescript, Javascript, node.js, GraphQL, PostgreSQL, AWS Lambda, S3, SQS, React, Relay, Next.js, React Native, Expo, Jest and React Testing Library, Cypress end-to-end testing, HTML, CSS, Git.
  - Deep software architecture and API design experience. Domain data modeling, domain driven design, and asynchronous architecture design for a scaling platform.
- Technical leadership and mentorship.
  - Helped 30+ coworkers grow as software engineers from juniors to seniors and even staff level through pairing, 1:1s, project lead support, setting a good example, and contributing respectful & helpful code reviews.
  - Heavy cross-team collaboration by contributing code directly and influencing platform teams' roadmaps.
  - Led several Staff Engineer group projects and discussions including engineering standards for code reviews and an evaluation of engineer productivity with our front-end API client framework.
  - Fostered culture of quality and performance with focus on automated testing, planned QA, observability, and shared responsibility for issue triage and resolution.
- Product management.
  - Developed a deep understanding of product strategy and customer needs for employee listening and engagement strategies. Became the go-to person for understanding the employee surveys products from a technical and product experience perspective.
  - Close collaboration with design & PM peers to ensure successful project execution and great experiences for all of our admin, executive, and employee customers.
- Positive engineering culture influence.
  - Organized our very first engineering-only hack week in 2019 and the next two EPD hack weeks in 2020. [Read my blog article!](#)
  - Co-founded the Developer Experience guild and led or contributed to small and major guild initiatives including launching an engineering blog, and converting our (1 million+ lines of code) application's type system from Flow to Typescript while supporting our large team of engineers.
  - Collaborated closely with my engineering managers to build a high-trust, high-respect, high-performance team with a focus on delivering incremental value and maintaining healthy work-life balances.
  - Interviewed over 100 engineering and engineering manager candidates during our hyper-growth phase with interviews ranging from front-end skills to general programming skills to architecture design and prior work evaluations.
  - Designed a technical challenge for Technical Support Engineer candidates to provide signal in problem solving, SQL experience, and troubleshooting with log files.
  - Promoted remote-first working practices and a culture of technical writing with "just enough" documentation, system architecture diagrams, product surface overviews, and debugging guides.
- Bias for shipping.
  - Built and shipped 8 major products, and many small to large features.
  - System design, architecture, and project lead for 7 major products, including a unified employee experience survey platform.

Previous	<b>Callcap.com</b>	<i>Product Lead (Design &amp; Development)</i>	2009 - 2018
	<ul style="list-style-type: none"> <li>• <b>Leadership:</b> Ownership over many products and features, from planning to UI/graphic design to development. Backlog and sprint management, roadmap planning, developer mentoring. Led process and dev-ops changes (version control, deployment stages, exception tracking, project management systems).</li> <li>• <b>Product Management:</b> Developed a deep understanding of product strategy and customer needs for a variety of markets. Met with customers (both executive and end-user) in person and over the phone for product demos, to discuss software value, identify issues and understand requests. Wrote heavily-praised documentation and product white-papers.</li> <li>• <b>Full-Stack Versatility:</b> Built front-ends, back-ends, APIs, and integrations using Coldfusion, Java, Javascript, node.js, MySQL/MariaDB, Git, HTML5, and CSS3. Planned and built a client-side Javascript library (4.7kb deployed) for online-to-offline (phone call) conversion tracking that reports to "serverless" node.js functions on AWS Lambda.</li> <li>• <b>Design &amp; UX:</b> Designed (and redesigned with user feedback and data) most major customer-facing software UIs. Effort needed to turn on new phone numbers (especially website tracking numbers) reduced by at least half. New internal call analyst UI doubled the speed of call scoring across all analysts. Created product names, logos, marketing websites, visual design, and strategies (including 3 revisions of <a href="http://www.callcap.com">www.callcap.com</a>) that contributed to more than doubling company revenue between 2011 and 2014. Expert in software such as Photoshop, Illustrator, InDesign, InVision, and LucidChart.</li> </ul>		
	<b>INVISTA</b>	<i>Web Generalist</i>	2008 - 2009
	<b>Arquan</b>	<i>Web Designer and Developer</i>	2006 - 2008
	<b>Sole Proprietor</b>	<i>Freelance Web Design and Development</i>	2004 - 2015
Volunteer	<b>devICT.org</b>	<i>Board of directors, local coding community</i>	2018 - 20XX
	<b>Open Wichita</b>	<i>Code for America Brigade Captain</i>	2015 - 2019
	<b>ICT Game Jam</b>	<i>Mentor</i>	2016
	<b>Lake Afton Public Observatory</b>	<i>Design/Technical Director for relaunch</i>	2016
Education	<b>University of Kansas</b>	<i>Computer Science</i>	2003 - 2007
	<b>Wichita North High</b>	<i>Art, programming, BPA, Advanced Placement</i>	1999 - 2003
Awards	<b>ICT Game Jam</b>	<i>Judge's Choice</i>	2015
	<b>Startup Weekend</b>	<i>Judge's Choice</i>	2014
		<i>Judge's Choice &amp; Community Choice</i>	2013
	<b>Business Professionals of America</b>	<i>Fourth Place Visual Basic Programming, National</i>	2003
		<i>First Place Visual Basic Programming, Kansas</i>	2002 & 2003