Annette Spyker Mechelke

https://annette.mechelke.us/

PROFILE

Software engineer with 15 years of experience, primarily developing web services. Passionate about building quality software as part of a high performing team. Demonstrated leader and mentor. Strong sense of ownership, thrives in a start up environment. Enjoys being part of all aspects of the development life cycle. Believes in understanding business needs and building the right solution for the problem at hand.

SKILLS

Languages & Frameworks: Java, Spring, SpringBatch, NodeJS, Python, Flask, SQL, Javascript, Ansible

Technologies & Tools: Git, GitHub Actions, Postgres, MongoDB, MySQL, AWS (Lambda, SQS, SNS, ElasticBeanstalk), Redis, ElasticSearch, Apache Solr, Jira

Process & Methodology: Scrum, Kanban, CICD

EXPERIENCE

Grow Therapy   Remote
Staff Software Engineer   *October 2022 - present*

> **Tech Stack**: Python, GraphQL, GitHub Actions, AWS
>
> **Technical Leadership**: Set technical direction for the scheduling team, including rearchitecting a critical scheduling integration that reduced high severity incidents from multiple per quarter to zero.
>
> **Client Portal**: Led project to create a new Client Portal application enabling clients to complete administrative actions, requiring significant data model changes.
>
> **Engineering-Wide Impact**: Reestablished engineering guilds and rolled out new incident management tooling as the organization scaled. Led initiative to revamp error handling practices in Sentry, establishing processes for issue assignment and SLA adherence.
>
> **Team Lead**: Built and guided a newly created team of 4 engineers and one product manager through establishing team processes and ways of working.

Fetch Rewards   Madison, WI

Joined as early engineer with thousands of users. Integral part of the development team as we grew to 10M users and 500 employees.

Engineering Manager   *Aug. 2021 - Feb. 2022*

> **Direct Reports**: Managed 7 direct reports. Conducted one on ones. Gathered and evaluated feedback for quarterly reviews, and ad hoc as needed.
>
> **Engineer Education**: Led multiple initiatives supporting continuing education in technology department: implemented Udemy Business, developed technical interviewing curriculum, semi-annual hackathon, and backend engineering group discussions.

Staff Engineer   *Feb. 2020 - Aug. 2021*

> **Onboarding Initiative**: Created employee onboarding initiative for technology department as it grew to over 150 employees. Curated content for a dozen technical information sessions. Established and executed successful hackathon events for technology and product departments.
>
> **Apprenticeship Manager**: Managed apprenticeship participants. Conducted weekly one on ones. Collected feedback. Made decisions regarding hiring and conversion to full time engineers.

Senior Software Engineer - Team Lead   *June 2019 - Feb. 2020*

> **Team Lead**: Lead first new team in transition from single development team to many small product focused teams
>
> **Process Improvement**: Worked with team to establish team metrics; automated metric collection process to report on metrics at monthly retrospective. Collaborated with product and project manager to revamp work stream ingestion process.

Senior Software Engineer   *Dec. 2014 - June 2019*

Major System Refactors: Refactored numerous business critical systems. Points (in app currency) accounting system, Shopping Lists, Pricing, and Offers/Coupons. Each time replaced existing, fragile code based with a focus on increasing maintainability and extensibility, while still completing the refactor in a timely fashion.

Production Support: Played integral role in creation of production support rotation. Implemented numerous improvements to increase supportability of our applications. Set up a Logstash/ElasticSearch/Kibana (ELK) stack to allow ingestion of logs from remote devices and app servers.

Process & Team Development: Established and facilitated weekly technical seminar for development team. Identified need for mentor program, mentored two junior developers. Played key role is transitioning from sprints to kanban workflow.

Shopbop, an Amazon subsidiary   Madison, WI
Software Development Engineer   *July 2012 - Nov 2014*

Tech Stack: Java, Spring, Tomcat, Maven, Apache Solr, Oracle, Git, Javscript, JQuery, Java Swing, Memcached, RabbitMQ, Jira

Java Web Services: Part of a team that developed and supported numerous Java web services. Implemented numerous small improvements, interacting with business users to ensure satisfactory results. Worked across teams to coordinate larger website feature changes, such as expanding search functionality to allow faceted navigation.

Scrum Master: Served as Scrum Master for team of 8 people, helped establish agile development practices, created documentation to facilitate rotation of Scrum Master position.

Novashield Inc.   Madison, WI
Application Developer, Lead for Malware Lab   *Jan 2010 - June 2012*

Tech Stack: Java, MySQL, Python, Batch script, Bash script, VMWare, Linux firewalls

Infrastructure Management: Managed VMWare servers. Used VM networks and Linux and Cisco firewalls to ensure a safe network for executing malware. Maintained a MySQL database, tracking over 8 million samples.

Java Test Framework: Maintained and improved extensive in-house testing software, written in Java.

Task Automation: Created automation scripts in a variety of languages: Windows batch, bash, and Python.

OUTSIDE EXPERIENCE

Madison Women In Tech, Co-organizer: Madison Women In Tech is a supportive, inclusive community that empowers and elevates women and nonbinary folks in the Madison, WI tech scene. As an organizer, I plan and coordinate events from technical talks to hands on workshops. I have also given presentations and facilitated workshops, included below.

Presentations: I presented "A CraSSH Course In SSH" at Women Who Code Connect Recharge 2022. As a Codecinella organizer I presented longer talks on: Git, unit testing, lightning talks, and 12 Factor Apps. I have also presented shorter talks on Conway's Game Of Life and functional programing. (Slides for all available on my website.)

DevFest WI Conference, Co-organizer. 2022 & 2023: Solicited talks and reviewed submissions. Coordinated speaker communications. Facilitated day of logisitic.

EDUCATION

University of Wisconsin   Madison, WI
Master of Arts, Mathematics; Certificate in Computer Science   *2008*

Arizona State University, Barrett Honors College   Tempe, AZ
Bachelor of Science, Mathematics; Summa cum laude GPA of 4.0   *2006*