

# Jermaine Blake, BSc

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## Professional Summary - Software Developer

Full Stack Software Developer with a unique background in both Business Management and Technology Roles across a 10+ year career. Dedicated leader and mentor, adept at guiding teams by translating complex business requirements into robust, scalable software architectures. Passionate about leveraging AI and modern technologies to solve complex problems. Use effective communication and collaboration with cross-functional global teams to ensure alignment and take full accountability for the "why" behind the work, reading between the lines to address the right underlying problems. Committed to bridging the gap between business objectives and technical reality ensures seamless operations and user-centric outcomes. Eager to contribute expertise to a company committed to growth and team-oriented success.

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## Technical Skills

**Languages:** JavaScript, TypeScript

**Frontend:** React, CSS & SaSS

**Backend:** Node.js, Express & Koa, RESTful APIs

**Databases:** SQL, NoSQL, PostgreSQL, MongoDB (Mongoose), Redis

**AI / Machine Learning:** Applied NLP (Semantic Search, LLMs, Embeddings), RAG Pipelines, AI System Design

**Cloud / DevOps:** AWS, Git/GitHub, Docker

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## Core Competencies

**Strategic System Architecture:** Designing and deploying scalable, enterprise-level applications in the cloud, translating complex business requirements into robust and maintainable technical solutions.

**Building Scalable & Sustainable Solutions:** Translating core business vision into systems that are not just powerful and scalable, but also practical and maintainable for the long run.

**Project Ownership & Delivery:** Guiding projects from initial concept through the full development lifecycle to final launch, taking complete ownership to ensure the *right* product is delivered on time with clear documentation.

**Creative & Impactful Problem-Solving:** Thriving on tackling novel challenges by applying deep analytical and creative thinking to find the best path forward.

**Elevating Team Performance:** Fostering a supportive team environment as the foundation for achieving the best results, mentoring junior developers, and helping them build skills and confidence through constructive code reviews and pair programming.

**Strategic Cross-Functional Alignment:** Engaging with product, data, and leadership as a strategic partner, not just a technical resource and contributing to roadmap planning to ensure technical architecture is seamlessly woven into the business strategy.

**Communication & Strategic Alignment:** Connects technical and non-technical teams through clear, empathetic communication, translating high-level business goals into actionable technical requirements to create alignment and drive strategic outcomes.

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## Professional Experience

### Senior Full Stack Software Developer / Technical Lead

Mar 2021 - Oct 2025

**Black Professionals In Tech Network (BPTN)** - Toronto, ON (remote)

*BPTN is bridging the network gap between Black talent and career opportunities across North America.*

- Led the end-to-end system design and deployment of "Obsidi", a multi-sided enterprise networking platform. Delivered secure backend services through the cloud, ensuring high availability and scalability for 85,000+ active members.
- Engineered and refined an AI-driven job matching system leveraging an optimized RAG pipeline, boosting search retrieval performance by 1000x and substantially improving the relevance and volume of qualified candidate matches.
- Strengthened team performance by mentoring junior developers, improving code quality through peer reviews, and leading key meetings like sprint planning and retrospectives. Achieving story point completion rates of over 95%.
- Facilitated cross-functional collaboration with Global Product and Data Teams to translate and communicate the business requirements and goals into technical specifications, which positively impacted the product roadmap and increased quarterly outcomes.

### Software Developer (Freelance)

Mar 2024 - June 2024

**Northside Hip Hop** - Toronto, ON (remote)

*Northside Hip Hop Archive is a digital collection of Canadian hip-hop history and culture.*

- Refined and executed an existing technical roadmap to better align with the non-profit's vision, collaborating asynchronously with non-technical stakeholders to clarify scope and deliver an impactful MVP.
- Refactored legacy backend systems to align with new business requirements and improve maintainability.
- Authored comprehensive API documentation to streamline integration, onboarding, and cross-team collaboration.
- Led stabilization of core services by resolving performance and API integration issues, aligning frontend deliverables with scope and ensuring timely MVP release.

### Software Developer

Sept 2020 - Dec 2020

General Assembly - Toronto, ON (remote)

*General Assembly is a pioneer in education and career transformation, specializing in today's most in-demand skills.*

- Developed and deployed multiple full-stack web applications using Node.js, Express, MongoDB, React, PostgreSQL, and Django.
- Collaborated in an agile team environment to build a real-time, multiplayer trivia application, managing Gitflow workflow and conducting peer code reviews on dozens of pull requests to ensure code quality.

### Branch Manager

Oct 2014 - July 2020

Enterprise Car Share/Rent-A-Car - Toronto, ON

*Enterprise offers carsharing services through two premier brands – Enterprise CarShare (U.S. and Canada) and Enterprise Car Club (U.K.).*

- Developed and executed risk management policies to address loss, theft, and damage
- Reduced undocumented vehicle damages by 60% by implementing a new video-based inspection procedure.
- Conducted oversight for fleet management from maintenance and repair to recall projects

- Sourced & maintained vendor Partnerships; negotiating high-value lease agreements in a competitive real estate market, resulting in consistent YoY savings of 15 - 30%.
  - Maintained a fast-paced & organized team; effectively communicated branch targets, company KPIs and training to improve performance.
  - Managed and optimized the branch's Accounts Receivable and collections process.
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## **Certifications**

- AWS Certified Cloud Practitioner
- Software Engineering Immersive (450+ hours), General Assembly, Toronto

**Education** - Bachelor of Science, Biological Science, University of Guelph

**Awards** - Employee of the Year (2024), BPTN