

# JEFF KAO

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## RADAR LABS

**Engineering Manager / Interim Head of Engineering - Los Angeles, CA (2022 - now)**

As engineering manager on the Radar platform team, managed a team of two ICs. Conducted over 100 interviews. Product strategy, roadmapping, and 1:1s.

As interim head of engineering, managed engineering managers, worked with enterprise customers and prospects and completed their security evaluations. Refined engineering processes - reliability, hiring, feature velocity, and culture.

**Senior Staff Engineer - Los Angeles, CA / Brooklyn, NY (2019 - 2022)**

Set up 0-1 processes & systems across infrastructure and product areas.

Cross-team consulting and spearheading development for critical customer initiatives, occasionally directly working with customers as face of engineering.

Spearheaded open-source initiatives and engineering blog posts.

Improved gross-margins from 50% to 70% with a clear path to 80%.

## NORTHSPRING TECHNOLOGIES

**Co-founder - Toronto, ON (2018)**

Built a profitable, indie software company while globe-trotting. Acqu(h)ired by Radar.

## SOUNDCLOUD

**Technical Product Manager (data infrastructure) - Berlin, DE (2017 - 2018)**

Worked with engineering and C-suite to spearhead data infrastructure initiatives. Shipped systems and tools to productively manage TB of daily data and 100k+ QPS services. Evaluated, then shipped build, self-host or buy platform choices like BigQuery & Airflow.

**Senior Engineer - Berlin, DE (2016 - 2017)**

Worked on Music Catalog Management, Royalties and Reporting, and Data Infrastructure.

## FOURSQUARE

**Senior Engineer (Tech Lead) - New York, NY (2014 - 2016)**

Tech lead for Foursquare app features across the frontend, backend, and mobile.

## MISC

**University of Waterloo BAsC. Computer Engineering (Honors) - 2014**

**Nanyang Technological University Computer Engineering (Exchange) - 2013**