

# Justin McIntosh

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## Vice President, Operations

As a seasoned professional with over 15 years of management experience and 8+ years in software engineering, I bring a unique blend of leadership, technical expertise, and entrepreneurial spirit to my role as Vice President of Operations. I have a proven track record of reorganizing company divisions, enhancing communication, and standing up a PMO in record time. My experience spans managing product, design, and PMO teams, as well as providing technical advising. I excel in fostering a positive, growth-oriented environment, mentoring emerging leaders, and establishing effective operational processes. I am dedicated to driving innovation, nurturing effective teams, and achieving organizational goals.

## TECHNICAL EXPERTISE

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**Languages:** JavaScript, Typescript, PHP, Python

**Front-end:** React, Web Components, Next.js, Gatsby, Ext. Js, Apollo, Styled Components, Sass

**Back-end:** Nodejs, Express, GraphQL, Prisma, tRPC

**Database:** MySQL, Postgres, MongoDB, DynamoDB

**Mobile:** React Native

**Ops:** GCP, AWS, Docker

## PROFESSIONAL EXPERIENCE

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**Vice President, Operations** | The Public Health Company

March 2023 to Present

- Successfully reorganized company divisions to enhance efficiency and streamline operations.
- Implemented new communication processes throughout the company, significantly improving interdepartmental collaboration and information flow.
- Led the rapid establishment of a Project Management Office (PMO) within a two-week timeframe, ensuring timely and effective project execution.
- Managed the Product Team, Design Team, and PMO, providing leadership and strategic direction to drive performance and achieve company objectives.
- Provided technical advising to the Product Team, leveraging extensive software engineering experience to guide product development and innovation.
- Led cross-functional teams to improve the product.
- Identified and addressed operational bottlenecks, improving efficiency and productivity.
- Fostered a culture of continuous improvement, leading initiatives to optimize processes and systems.
- Mentored team members, fostering professional growth and development to build a high-performing team.
- Provided regular feedback and performance reviews to team members, promoting continuous improvement and personal growth.
- Recognized and celebrated team and individual achievements, boosting morale and motivation.
- Acted as a mentor for emerging leaders, sharing insights and experiences to guide their leadership journey.

**Director of Frontend Engineering | The Public Health Company**

2022 to March 2023

- Lead a team of frontend engineers to create and deliver high-quality, scalable, and maintainable user-facing web applications and services.
- Assured team members supported one another while strengthening careers by implementing knowledge transfer days and developing learning channels.
- Improved the website's user experience by coordinating and eliminating roadblocks for the frontend team.
- Provided guidance to other teams to deal with the frontend team by formulating a home team contract, becoming a standard for all home teams later.
- Developed and implemented frontend development best practices and coding standards to improve the quality and consistency of code across projects.
- Collaborated with cross-functional teams to prioritize and manage software development projects, ensuring timely and successful delivery of projects.
- Managed performance reviews and career development plans and provided coaching and mentorship to foster a culture of continuous learning and development.
- Implemented Agile methodologies to increase team productivity and delivery speed, resulting in a 50% reduction in development cycle time.

**Full Stack Developer | 4IQ Solutions**

2021 to 2022

- Updating the legacy frontend UI to the new version utilizing Ext Js.
- Created and maintained cross-product component library utilizing Storybook.js and Web Components.
- Created various endpoints that interface with MySQL database utilizing OOP design.

**Full Stack Developer | Sharp Healthcare**

2020 to 2021

- Converted legacy application to React and other modern technologies.
- Contributed to the internal Storybook component library.
- Created a POC to illustrate the use of Gatsby.js and Contentful for the newsletter portion of sharp.com.

**Full Stack Developer | Entra.io**

2019 to 2020

- Used agile processes to release the flagship MVP product in 5 months, 2 months ahead of schedule utilizing React, GraphQL, Apollo client, MongoDB and Prisma.
- Developed a responsive website with an easy-to-use interface, targeting an audience with limited technology experience.
- Wrote unit tests, conducting sandbox build testing and tracking issues to closure.
- Developed a web-based text editor using Draft.js.

**Full Stack Developer and Cofounder | DocuSite**

2016 to 2019

- Guided and managed third-party contractors in the development of the MVP.
- Converted the MVP product to a more robust enterprise level application utilizing React Native.
- Created the project management web application utilizing React.

**General Manager of Diversified Service | United States Infrastructure Corporation**

2013 to 2015

- Provided oversight to contracted projects, services, and purchases, inspecting work sites for progress, quality, and contractual compliance.
- Developed a market expansion campaign, growing year-over-year revenues 100%.

**Vice President, Operations | Safe Site**

2005 to 2013

- Established operational procedures, performance criteria, and business objectives.

- Encouraged a collaborative team environment, cultivating an employee-centric culture with low turnover.
- Implemented digital automation to replace manual hardcopy workflows.
- Enabled growth of the diversified division by \$2.5M dollars between 2010 to 2013.

## OPEN-SOURCE CONTRIBUTIONS

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**Rowy** – React, Typescript

**React Atomic components** – React, Storybook.js

**elliottforwater.com** – React, Storybook.js

## EDUCATION

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**Bachelor of Science, Business Management** – Metropolitan State University– Denver, CO

**In Progress: Master of Science, Computer Information Systems** – Boston University – Boston, MA