# Joe Cullin

joe@joecullin.com · 732-742-7473 · Randolph, NJ 07869
joecullin.com/about
Full stack senior software engineer · Experienced team leader

## TECH

*Languages*: **JavaScript, HTML, CSS, PHP, Perl**, TypeScript, Sass, Java, C, Bash.

*Frameworks & Platforms*: **Node.js, React, Express**, Apache, IIS, Nginx.

*Operating Systems*: **Ubuntu,** macOS, Windows servers, many other UNIX/linuxes.

*Amazon AWS*: EC2, S3, RDS, Cognito, EKS, CDK, Route53, DocumentDB, CloudFront, ALB, ELB, Lambda, SES, SNS, DynamoDB, ElastiCache, Elasticsearch, WAF.

*Tools*: **Git, Gitlab, ELK stack, Kubernetes, Azure DevOps,** Subversion, Gulp, Jenkins.

*Databases*: **MySQL, Elasticsearch**, PostgreSQL, SQL Server, Oracle, MongoDB, Redis.

*Also*: GraphQL, Docker, jsreport, Laravel, Slim, Nuxeo, HubSpot, WordPress, Perforce, Email (low-level content & delivery protocols), AJAX, APIs (MS Graph, Zendesk, Salesforce, Hubspot, Google, Slack, Iterable, etc.), Bootstrap, ImageMagick, VirtualBox, REST, SOAP, OAuth, Swagger.

## WORK EXPERIENCE

Feb 2020–Present          **SKOUT Cybersecurity**                              New York, NY

**Software Engineering Manager***, (April 2021-present)*

▪ Manage the software engineering team.

**Senior Software Engineer***, (Feb 2020-Mar 2021)*

▪ Focused primarily on SKOUT's new partner/customer dashboard (React/node), plus some internal apps and data processing pipelines.

▪ Developed several new dashboard screens & features. Highlight: a from-scratch custom report builder, with reports rendered in React, pdf download, and recurring scheduling.

▪ Contributed dozens of visible function & ux improvements, often coupled with underlying security, quality, and maintainability improvements.

▪ Process: introduced CI/CD (gitlab), automated unit testing (Jest), code reviews, stable & predictable deploy routines, bug triage, etc.

Mar 2018–Feb 2020     **Thomas - Senior Software Engineer**            New York, NY

Senior developer/lead responsible [www.thomasnet.com](www.thomasnet.com), a B2B resource for US industrial companies.

▪ Build & maintain the website and dozens of backend tools for content production, reporting & analytics, ad serving, client portals, seo management, sales, and integrations with partner & legacy systems.

▪ Modernize and simplify the whole stack—in-place & without disruption—while also delivering steady improvements to usability, performance, SEO, and adding new features and functions.

▪ Led a 4 person "pod" of developers. Responsible for estimating and refining stories, sprint planning, and balancing trade-offs to ensure delivery of sprint commitments.

The thomasnet.com site and many of its content systems were originally created and maintained by CMG.

- In our flat org (which varied in size from 10–20 senior developers and analysts) I served a dual role of 50/50 project manager and senior developer, adjusting based on the needs of each project.

- Served as direct point of contact for about 30–40 product owners, business analysts, developers, project managers, etc. at Thomas, with weekly meetings at their NY office.

- Improved dev environments, introduced source code management, introduced issue tracking. Improved project management, security, efficiency, testing, quality, and communication of our dev team's work.

- Thomas's size/age/complexity (both the organization and the technology) was daunting. I mastered a lot of arcane history, and then helped gradually simplify and streamline systems.

Nov 1997–Oct 2011     **Numara Software / UniPress Software**                     Woodbridge, NJ

**Product Development Director**, *Numara Software (May 2008–Oct 2011)*

- Responsible for all aspects of product development, with a larger team (26 full-time employees in 2 US locations, 13 offshore, 4 local contractors).

- Integrated a 15-person development team in our Tampa office with the existing 10-person team in NJ, resolving vast differences in culture, skillset, personality & process.

- Managed relationships with other departments, negotiating projects, processes and priorities.

- Transitioned team to more formal roles & processes, while retaining agility and flexibility, and the ability to work on multiple major releases in parallel.

- Managed an 18-month redesign of the product with a design firm, successfully meeting our two goals: improving the product UI, and improving our team's UX capabilities.

- Employee development: worked with managers and developers to continually improve their skills and expertise, empowering them to grow as team leaders.

**Development Manager / Lead**, *Numara Software (Aug 2006–May 2008)*

- Co-managed a 10-person development team, with 3 direct reports, while still contributing as a developer.

- Responsible for maintenance team, version control (migrated to Subversion), and builds.

- Led initiatives focused on security, style, code reviews, and testing.

**Lead Software Developer**, *UniPress Software (Nov 1997–Aug 2006)*

- Helped lead the development team as it grew from 2 to 9 developers.

- Designed, developed, and supported key product features, including email integration, reporting, user rights, integrations with other products, authentication, automated business workflow, internationalization.

## Education

- Rutgers University, B.S. Computer Science, 1999.