JOHN A. ZANUSSI

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Summary

I'm an engineering leader with nearly 20 years of experience building and growing teams, solving technical challenges, and delivering products that make an impact. I love mentoring engineers, improving processes, and creating an environment where teams can do their best work. While I started as a front-end developer, I've worked across the stack and enjoy finding the right balance between technical decisions and business needs. My goal is always to build great products, support great people, and keep learning along the way.

Work Experience

Justworks   NYC/Hybrid
Engineering Manager, New Products   **July 2023 - Present**

- Led a team of 8 full-time engineers and 2 contractors, providing mentorship and coaching to help engineers achieve career goals, leading to growth opportunities and promotions.
- Used Ruby on Rails, Postgres, Sidekiq, React, TypeScript, Kubernetes, AWS, and GitHub Actions.
- Launched the International Contractor product, working closely with stakeholders to scale from zero to thousands of contractors across 40 countries, driving $500K in net new annual revenue for Justworks.
- Partnered with product leadership to improve agile processes, resulting in increased accuracy of estimates and roadmapping for a smoother development cycle.
- Interviewed and hired engineers, engineering managers, and senior engineering leadership roles, helping to grow and strengthen the team.
- Contributed to department-level OKRs and roadmaps, aligning engineering goals with business objectives.

LeafLink   NYC/Remote
Senior Engineering Manager, Commerce   **February 2022 - May 2023**
Engineering Manager, Commerce   **March 2021 - February 2022**

- Led a team of 2 engineering managers and 15 engineers, helping them grow and succeed, leading to growth opportunities and promotions.
- Used Python, Django, Postgres, Vue, CircleCI, and AWS to build and scale services.
- Worked with product and design teams to plan and build features for a B2B wholesale platform handling $1B in GMV (Gross Merchandise Value).
- Led the migration from Vue 2 to Vue 3 without downtime, making the platform easier to maintain and improving the user experience.
- Used customer interviews and data insights to guide product decisions and enhance the buying and selling experience.
- Established an Engineering Managers Guild, formalizing best practices, team health checks, career paths, and interview techniques across 12 engineering managers.
- Helped the team navigate company-wide changes and layoffs while keeping engineers engaged and supported.

Daily Harvest
NYC/Remote

Director, Experience · **February 2020 - March 2021**
Software Engineering Team Lead, Experience · **September 2018 - February 2020**

- Led a team of 3 engineering managers and 20 engineers, mentoring and supporting their growth.
- Built and improved features for a B2C meal delivery platform serving millions of customers.
- Used Python, Flask, Postgres, AngularJS, React, CircleCI, Selenium, and Google Cloud.
- Led the migration from AngularJS to React, improving maintainability, developer experience, and page load times (5 seconds to 300 milliseconds).
- Worked with product and design teams to optimize the shopping experience, improve conversions, and build account tools.
- Defined engineering best practices, introduced code standards and QA processes, and improved developer velocity.
- Hired and mentored engineering managers and engineers, scaling my team by 200%.

GreenBlender
NYC/Remote

Head of Engineering · **February 2017 - July 2018**

- Led a small but efficient engineering team, hiring and mentoring engineers to build and scale the platform.
- Owned all things technology, from development and infrastructure to roadmap planning and execution.
- Used Node.js, React, Redux, Postgres, AWS Lambda, and other AWS services.
- Developed a new REST API in Node.js to support the platform and improve performance.
- Built a new user portal and internal tools using React and Redux, improving customer experience.
- Introduced unit tests and test automation, increasing reliability and reducing deployment risks.
- Refactored and optimized core features, improving site performance and reducing technical debt.

EXOS
Remote

Software Engineering Team Lead, Web · **February 2014 - February 2017**

- Led a team of front-end developers to build, maintain, and improve multiple AngularJS applications.
- Used JavaScript, AngularJS, CSS, HTML, and Protractor to develop and test web-based wellness tools.
- Built and maintained shared code libraries for reusable AngularJS and CSS components.
- Worked with backend developers to define and integrate API endpoints with microservices.
- Implemented and maintained automated end-to-end tests, improving stability and reducing manual QA.
- Reviewed wireframes and designs, scoped future work, and provided estimates for product planning.
- Conducted technical interviews, onboarded new hires, and mentored engineers to support their growth.

CollegeHumor
NYC

Director, Front End Development · **February 2011 - February 2014**
Web Developer · **May 2007 - February 2011**

- Led a team of front-end engineers, developing and maintaining high-traffic entertainment websites.
- Used JavaScript, HTML, CSS, and jQuery to build interactive features and improve site performance.
- Built a custom video player, commenting system, and photo gallery.
- Built a responsive front-end framework from the ground up, improving maintainability and reusability.

- Worked with product and design teams to scope, plan, and deliver new features across multiple sites.
- Collaborated with Ad Operations and Marketing to develop SEO strategies and analytics tools.
- Optimized static assets and front-end code, cutting initial page load times by 50%.
- Interviewed and onboarded new engineers, mentoring them on best practices and development workflows.

Life + Hobbies

Being a husband and father. Cooking, 3D printing, fishing, surfing, snowboarding, and sports. Always fascinated by the weather.