Joseph Flinn

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Experience

People Management	Cultivating psychological safety, Agile project management (Scrum, SAFe), lean management, risk management, quarterly planning, cultivating growth mindsets, aligning purpose, delivering effective feedback, setting clear expectations
Leadership	Curiosity, Active Listening, Extreme Ownership, organizational alignment, continuous improvement, Strategic Thinking, Situational Leadership
Technical	CI/CD, GitOps, containerization, Kubernetes, Python, Javascript, Cloudflare, Azure, AWS, infrastructure as code, configuration as code

Positions

2024 — **Engineering Manager, BRE & DTE** (Bitwarden Inc.)
- Managed the Build/Release Engineering and Developer Tooling Engineering teams
- Collaborated across engineering leadership to drive release cycle time down by 50%
- Built a developer self-serve-first strategy for CI/CD

2022 – 2024 — **Engineering Manager, DevOps** (Bitwarden Inc.)
- Grew leaders within the DevOps team, focusing on developing Strategic Thinking
- Made work visible for leadership through quarterly planning
- Successfully launched a second production environment in the EU to capture 15% lost sales opportunities
- Enabled a scalable global deployment strategy by decreasing manual actions to deploy by 92% and by decreasing the time to deploy by an average of 87%
- Consulted on scalable development practices for an acquired company
- Designed and implemented a lightweight production change management system to increase visibility of all changes to our production environment
- Grew a global async-first team from 3 to 6

2021 – 2022 — **Lead DevOps Engineer** (Bitwarden Inc.)
- Elected to lead Engineering's cross-functional Process Improvement Squad
- Pioneered and championed Scrum for the Engineering department
- Automated VM-based test environments for the QA team to improve their testing throughput by a factor of 3
- Developed and implemented an on-call rotation
- Continued service migrations to Kubernetes where benefits could be gained

2020 – 2021 — **DevOps Engineer** (Bitwarden Inc.)
- Implemented and optimized CI/CD to decrease deployment times by 83%
- Replicated a full Production-like testing environment to increase validity of manual end-to-end testing
- Implemented a Helm Chart for client on-prem installs of Bitwarden
- Migrate services from VMs to Kubernetes for better stability and scalability

2020   **DevOps Engineer** (Randstad Technologies contracted to Nike)
- Designed and implemented self-service pipeline frontend application
- Automated cloud costing reports for Azure and AWS
- RHEL and SUSE admin and troubleshooting for global SAP systems

2019   **DevOps Engineer** (etailz Inc.)
- Designed and implemented a business critical custom serverless solution for Business Intelligence reporting
- Production Linux Server Administration
- Served as the Deployment Engineer under SOX

2018 – 2019   **Lead Software Support Engineer** (etailz Inc.)

2017 – 2018   **Software Support Engineer** (etailz Inc.)

Education

2026   **Gonzaga University** (Spokane, WA)
Master of Engineering Management

2017   **Whitworth University** (Spokane, WA)
BS in Computer Science
BA in Mathematics

2014   **Spokane Falls Community College** (Spokane, WA)

Passions

DIY Projects   Tiny house, skin-on-frame kayak, cabinetry, home automation, homelab

Activities   Reading, writing, acoustic guitar, cycling, alpine skiing, kayaking, canoeing, hiking