

Joseph Flinn

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Experience

Leadership	Curiosity, Active Listening, Extreme Ownership, organizational alignment, continuous improvement, Strategic Thinking, Situational Leadership
People Management	Psychological Safety, Growth Mindset, support, cultivate individual/team purpose, effective feedback, clear expectations, coaching, mentoring
Project Management	Lean Management & DORA, Scrum, Kanban
Technical	CI/CD, GitOps, containerization, Linux, Kubernetes, Python, Javascript, Azure, AWS, Terraform, Ansible

Positions

- 2024-04 -- 2024-08 **Engineering Manager, BRE & DTE (Platform)** (Bitwarden Inc.)
- Restructured DevOps team into specialized Platform Engineering teams to better support the continued growth of the organization
 - Created a one year growth strategy for the Platform Engineering teams
- 2022-02 -- 2024-04 **Engineering Manager, DevOps** (Bitwarden Inc.)
- Grew leaders within the DevOps team, focusing on developing Strategic Thinking
 - Made work visible for business leaders through [rough] quarterly planning
 - We 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 three to six
- 2021-10 -- 2022-02 **Lead DevOps Engineer** (Bitwarden Inc.)
- Pioneered Scrum by example for the rest of the Engineering department
 - Developed and implemented an on-call rotation
 - Continued service migrations to Kubernetes where benefits could be gained
 - Automated VM-based test environments for the QA team to significantly increase their testing throughput.
- 2020-11 -- 2021-10 **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

- 2020-01 -- 2020-11 **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
- 2019-01 -- 2019-05 **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
- 2018-01 -- 2019-01 **Lead Software Support Engineer** (etailz Inc.)
- 2017-05 -- 2018-01 **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