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| **Josh Fullmer – Front-end Software Developer** |

**Tel: (480) 276-5071; Email: joshfullmer9@gmail.com**

**Profile / Summary**

An adaptive **Front-end Software Developer** with a proven track record ofdelivering accessible, resilient solutions for start-ups and established organisations, driving business-critical objectives. Leverages a strong analytical mindset to quickly master new systems and code bases, enabling rapid integration and immediate contribution to high-impact development tasks. Makes well-informed, data-driven technical decisions, producing Technical Decision Documents that guide technology choices for both greenfield projects and legacy migrations. Tailors communication to engage cross-functional teams, simplifying complex technical concepts for non-technical stakeholders and collaborating proactively to ensure alignment on project scope and deadlines. Mentors and coaches peers through comprehensive code reviews, optimising performance and promoting best practices while cultivating a culture of continuous improvement.

**Key Skills**

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| * Front-end Software Design / Development * Front-end Architecture * System Integration * Agile Development Methodologies * Team Leadership / Code Review * Stakeholder Management / Engagement * UI / UX Optimisation | * Technical Documentation * Full-Stack Web development * Performance Optimisation / Scalability * Agile Development / Methodologies * CI / CD * Automation / Process Optimisation * Version Control (Git, GitHub) |

**Career Highlights**

* **Collector’s** aging Online Submission Centre (OSC) web client had become increasingly difficult to maintain and scale. As Software Engineer, led architecture and development of new web client. Devised repository and deployment strategy using Nginx; collaborated on feature requirements and MVP; developed actionable epics, stories and tasks; rebuilt client using Next.js, Tailwind CSS, and Zod; and delivered product demos. Succeeded in enabling a 15% increase in submission conversion rates, with the OSC now driving 90% of the company's revenue, contributing an estimated US$270 million in 2023.
* **Keap** initiated a high profile project to expand their Business Line feature from mobile to web platforms, improving cross-platform user experience. As Software Engineer, led implementation and integration of KBL feature. Refined MVP and translated requirements into actionable development tasks; incorporated feature into web client; coordinated use of feature flags; implemented updates to API layer; led testing and refined usability; and oversaw incremental releases. Succeeded in increasing cross-platform usage, enabling timely releases and incorporating reusable components for more efficient development effort.
* **Web Devils** aimed to build an automated consignment management platform to reduce their client’s reliance on manual processes. As the sole Software Engineer, delivered management platform. Selected tech stack; built platform; integrated technologies including Supabase for authentication; integrated 3rd-party services; built features to replace manual setup; automated processes; overcame issues with outdated API; and upgraded dependencies to ensure up-to-date security. Succeeded in introducing a fully automated, resilient platform, increasing yearly revenue by US $500k and saving 30 hours per week.

**Career History**

**Feb 24 to date: Endpoint (El Segundo, California): Senior Software Engineer**

Endpoint is a digital title and settlement company that streamlines the closing process for real estate transactions while prioritising customer service and data security.

* Led development initiatives, driving the delivery of impactful features through epics comprising up to 20 tasks or stories, collaborating with Product Managers, Designers, and 2-4 developers per project.
* Authored detailed epics, user stories, tasks, research spikes, and technical design documents, ensuring clarity and alignment across teams.
* Delivered engaging product demos to audiences exceeding 100 attendees, showcasing features and progress effectively.
* Led cross-team initiatives to enhance front-end application architecture, performance, and reliability, fostering consistent improvements across multiple apps.
* Acted as a key contributor in shaping development practices, documentation standards, and technical strategy within the organisation.

**Key Projects & Achievements**

* Swiftly mastered complex systems, cutting a 3-month ramp-up period to just one month through proactive self-learning and efficient use of training resources.
* Implemented new TypeScript rules to improve code quality across the team.
* Led a major version upgrade for Next.js apps, managing challenges and ensuring a smooth transition.
* Spearheaded planning for migration to Next.js' new App Router, a complex transition that promises reduced client-side bundles, fewer API calls, and enhanced developer experience.
* Successfully implemented a rich text editor for an email task builder, overcoming integration challenges and streamlining workflow creation to save 20-30 minutes per email and drive cost savings.

**Technology**: React; Typescript; Next.js; CSS; JS; Formik; NEST.js; GraphQL; Apollo Client; PostgreSQL; DynamoDB; AWS Services; Kubernetes; Datadog; Sentry; Storybook; Faker; SendGrid; Swagger; Cypress; Jest; LaunchDarkly

**Oct 23 to date: Web Devils (Arizona), Lead Software Engineer 1 of 2 (Contract)**

Web Devils is a start-up based in Arizona, specialising in innovative software solutions for niche markets.

* Engaged to architect, design and implement a PostgreSQL database for a consignment platform, including optimised SQL queries and the execution of reliable database backups and restorations.
* Sole developer for the build, fulfilling roles as back-end engineer, front-end engineer, designer, and product manager, contributing 99% of the codebase.
* Developed and maintained scripts to synchronise data from external APIs every 15 minutes, ensuring seamless data integration and real-time updates.
* Selected and integrated technologies to deliver an intuitive experience for end users and developers.
* Oversaw project lifecycle, delivering a high-quality, full-stack application from concept to deployment.

**Key Projects & Achievements**

* Delivered an automated consignment management platform, boosting annual revenue by $500K and streamlining operations with enhanced efficiency.
* Authored 20,000+ lines of code, directly contributing to the application’s functionality and scalability.
* Instrumental in generation of nearly $2.5 million in annual revenue with a team of just 3 members.

**Technology**: SvelteKit; Svelte; Vite; Supabase; PostgreSQL; Drizzle; TailwindCSS; Vitest; tRPC; BitsUI; Resend; Eslint; Prettier; ZOD; Vercel

**May 2022 to Feb 2024: Collectors (Santa Ana, California): Senior Software Engineer**

Collectors is a leader in the collectibles industry, offering services for grading, authenticating, buying, and selling collectible items.

* Led the development of web applications, ensuring high-quality front-end architecture and functionality.
* Collaborated with cross-functional teams, including product managers and designers, to define project scope, requirements, and technical constraints.
* Guided the implementation of new repositories, deployment strategies, and domain management techniques for web-based projects.
* Developed and integrated API solutions, optimising data fetching, validation, and performance.
* Implemented internationalisation strategies to support global markets and language requirements.
* Created and maintained data validation schemas, ensuring data integrity and integration across systems.
* Managed feature release processes, including the use of feature flags for incremental deployment.
* Conducted demonstrations to stakeholders, showcasing project progress and key features.
* Wrote and maintained comprehensive tests to ensure application quality and reliability.
* Led version control and collaboration efforts using Git and GitHub Enterprise.

**Key Projects & Achievements**

* Developed an Online Submission Centre web client, enabling a 15% increase in submission conversion rates and driving 90% of company revenue, contributing an estimated $270M in 2023.
* Released a successful beta version on time in Japan without zero incidents or issues reported.

**Technology:** Radix UI; next-i18Next; C#; tRPC; React Query; Java; GraphQL; react-hook-form; Playwright; AWS; Optimizely

**Apr 2019 to May 2022: Keap (Chandler, Arizona): Senior Software Engineer**

Keap provides an all-in-one CRM and automation platform designed to help small businesses streamline their sales, marketing, and customer management processes.

* Initially appointed Software Engineer in 2019 and promoted to Senior Software Engineer in 2020, leading front-end development efforts to integrate new features into existing web applications, optimising user experience and ensuring alignment with product requirements.
* Collaborated with cross-functional teams to define feature scope, refine requirements, and adjust designs based on technical feasibility.
* Directed small development teams to build features within established web applications, ensuring proper functionality and seamless integration.
* Designed and implemented user interfaces using internal component libraries, ensuring consistency and ease of use across the application.
* Integrated real-time features and communication tools, optimising user engagement and performance.
* Wrote tests, including unit and end-to-end tests, to ensure the reliability and quality of features.

**Key Projects & Achievements**

* Promoted to Senior Software Engineer within a year due to exceptional performance and unparalleled output, consistently ranking in the top 2 performers within the team.
* Led the implementation of Keap’s Business Line feature for web platforms, increasing cross-platform usage, enabling timely releases, and improving development efficiency with reusable components.
* Ensured continued team productivity throughout the Covid-19 pandemic, leveraging communication on Slack to foster morale, maintain strong connections, and keep the team highly motivated and aligned.

**Technology:** Vue; GraphQL; Twilio; Firebase; Nightwatch

**Relevant Earlier Career**

* 06/2015 to 04/2019: Keap: Data Engineer & Project Manager
* 09/2013 to 06/2015: Keap: Technical Support Assistant
* 11/2009 to 08/2013: Diverse roles in Japanese Travel and Translation
* 06/2005 to 07/ 2009: Immersive travel in Japan, studied the Japanese language

**Technical Appendix**

* HTML, CSS, JavaScript, Vue, GraphQL, Typescript, Express, Firebase, React, Python, Nginx, Next.js, Git, GitHub Enterprise, tRPC, React Query, next-i18next, Zod, Tailwind CSS, Optimizely, Vitest, Playwright, Vue, GraphQL, Twilio, Jest, Nightwatch, Supabase, Drizzle ORM, Vercel, Resend, SvelteKit, bits-ui, SuperForms

**Personal Details**

* Address: Gulf Breeze, Florida, 32563
* LinkedIn: www.linkedin.com/in/joshfullmer/
* Github.com/joshfullmer
* Additional Languages: Japanese (Fluent)