

# Jamie Weatherby

Director, Software Engineering

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## Executive Summary

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Accomplished leader in software engineering, passionate about optimizing software organizations according to industry best practices and standards. Extensive experience building strong, healthy teams and implementing innovative processes within individual teams and organizationally.

## Work Experience

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### Director, Software Engineering

*Points (a Plusgrade Company)*

Toronto, ON

2021 - Present

Oversee the growth, development and wellbeing of 30+ software engineers and engineering leads, providing direction alongside the product team and other stakeholders.

- Drive technical advancement through goal setting based on industry best practices (DORA metrics), internal assessments improving the health of our services, establishing architectural direction, and rolling out critical improvements in observability and testing.
- Lead organization-wide initiatives, such as: a centralized Notion documentation platform serving 500 employees; 10% development days to focus on innovation and personal development; and developed a comprehensive growth assessment rubric.
- Develop strong, healthy engineering teams by taking decisive action and providing innovative tools and processes to optimize recruitment and onboarding.
- Jointly established and optimized budget direction for engineering teams, ensuring a healthy balance of engagement, rewarding compensation and balanced internal equity.
- Actively involved in community building, organizing 100+ person socials, hosting meetups for local groups, and providing mentorship and group coaching opportunities.

*Tools: Notion, G-Suite, TypeScript, Python, Golang*

### Team Lead

*Points*

Toronto, ON

2019 - 2021

Developed and expanded a strong software development team in collaboration with other scrum leads, which persisted under new leadership.

- Established and grew a performant, psychologically safe engineering team.
- Contributed to sprints through Code Reviews, QA, piloting new patterns.
- Introduced innovative processes and contributed extensive documentation to provide the team more autonomy.

*Tools: TypeScript, React, Python, CouchDB, Jira, G-Suite*

## Software Developer

### G Adventures

Toronto, ON  
2015 - 2019

On a team of 40+ software developers, maintained several business-critical products, including the website, the agent portal and the email dispatch system.

- Using Django and Postgres, maintained the email dispatch system used to communicate automated booking information to travellers.
- Built UX enhancements across the global website, including the online booking system, which handles hundreds of booking transactions daily.
- Created extensive frontend tooling for React, Redux, multi-env Webpack, resulting in improved local development, optimized web calls and quicker delivery time.
- Through the role of Tech Ambassador, coordinated several meetups of 60-150 people, arranged sponsorship for several conferences and facilitated multiple site visits for the local code academy, Bitmaker.

*Tools: Python, Django, Flask, Postgres, React, Trello*

## PHP Developer, System Administrator

### KoffeeCup

London, UK  
2011 - 2014

Primary backend (PHP) developer for a small digital agency with a development team of 3-6 people. Built a number of digital marketing platforms, a few standalone websites and maintained the AWS system infrastructure.

- A crowd funding site for local businesses.
- A social networking site for local charities to assist those in need.
- 2 Facebook pages that create compiled images / videos based on scraped Facebook images.

*Tools: PHP, JavaScript (jQuery), bash, deployed on a LAMP server*

## Education

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**BSC. Comp Sci & Business Admin, 2011**

St. Mary's University, Halifax NS

## Projects

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### Hackathon Command Centre

High performance voting system for custom voting needs. Deployed on demand.

*Built using SvelteKit, TRPC, PicoCSS, Postgres (PrismaDB).*

### Tendee

[tendee.co](https://tendee.co)

Scheduling app specializing in recurring events, for sports teams or recurring meetups. Provides intelligent email reminders using Postmark and recurring billing using Stripe.

*Built using React (NextJS), GraphQL, Postgres, Express, Github Actions.*

### Showboard

[showboard.ca](https://showboard.ca)

Collaborative bookmarking, content archival, and notetaking tool. Similar to Pocket, but the content is editable. Includes image resizing and management, Quill editor, drag and drop, one-time-auth.

*Built using SvelteKit, TRPC, PicoCSS, Postgres (PrismaDB).*

# Volunteer Work

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Katimavik	2005
<ul style="list-style-type: none"><li>• Full time volunteer work over 3 terms in Saskatchewan, Newfoundland, and Ontario for a period of 7 months. Terms included volunteering at a TV station, a day-care and at an elementary school.</li></ul>	

# Activities & Accomplishments

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Euchre Tournament Champion (2x)	2025
Volleyball Captain	2021 - 2025
Player/Captain – Curve Ultimate Frisbee Team	2012 - 2014
Player/Coach – IBM Ultimate Frisbee Team	2009 - 2010
MT&T Comp Sci. & Business Admin Scholarship (2x)	2008, 2009
Sobey’s School Business Case Competition	2006
Duke of Edinburgh Bronze Award	1999 - 2000