

# Kyle R. Wenholz

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## WORK EXPERIENCE

### ngrok, Inc., Seattle, WA, but mostly Remote

Director of Engineering

July 2021 - Present

I lead the great folks in Engineering.

- ▶ Successfully expanded the Engineering team from nine to over thirty skilled engineers
- ▶ Manage 4 managers with 4 product teams and 1 infrastructure team
- ▶ Drive alignment on work across the organization with monthly and quarterly planning processes
- ▶ Work with Managers Tech Leads to understand teams' needs and blockers
- ▶ Work with Product to guesstimate effort, prioritize, roadmap, and delight customers
- ▶ Work with the People Team to craft values, review talent, and equitably compensate our great people
- ▶ Built out the first version of our compliance program and then worked with new leaders to expand and maintain that program
- ▶ Manage high-value customer relationships with Customer Success through planning conversations, technical explanations, and RCAs
- ▶ Interviewed hundreds of candidates for roles ranging from ICs to VPs across Engineering, Product, Marketing, and People

Engineering Manager: Dataplane

November 2020 - June 2021

Coached, managed, and grew the Dataplane team. Brought in the first versions of multiple processes to improve communication, delivery, and happiness at ngrok: e.g. sprint planning, performance reviews, and cross-team syncs.

**Languages and frameworks:** Go, AWS, Protobuf, Terraform

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### Karat Inc, Seattle, WA

Engineering Leader: Delivery

March 2020 - November 2020

Coaching, managing, and directing to deliver numbers such as

- ▶ 20% COGS reduction by finding process bottlenecks and value boosting opportunities
- ▶ 200 load balanced and performance managed interviewers across dozens of content formats
- ▶ 10s of thousands of conducted interviews supported by our suite of modern interviewing tools
- ▶ Eight happy and successful direct reports
- ▶ Dozens of technical reviews and specifications with my own dirty engineering hands

Engineering Manager

March 2019 - March 2020

Built a small, mighty team of three with a focus all things data.

- ▶ Worked with a product manager to target customer's needs in yearly and quarterly OKRs, and projects
- ▶ Planned work with reports and executing on more than 70% of quarterly objectives
- ▶ Wrote software for non-blocking projects, including interviewer invoicing, interviewer onboarding enhancements, and data transformations across AWS Lambda and ECS
- ▶ Grew to six direct reports: software engineers ranging from intern to senior, data analysts, and a data scientist

Senior Software Engineer

March 2018 - March 2019

Tackled thorny problems with a small team.

- ▶ Designed and built a video chat application with Twilio to replace Google Hangouts
- ▶ Built best practices through a blameless postmortem culture, design documents, sprints, and healthy code reviews
- ▶ Organized and deployed all infrastructure as code with Terraform across a dozen AWS services with another engineer

**Languages and frameworks:** Python, Ruby, JavaScript, Rails, PostgreSQL, Metabase, AWS, WebRTC, Twilio, Terraform

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## Google, Seattle, WA

Software Engineer III

February 2016 - March 2018

Wrote robust code for a challenging problem space, focusing on fault tolerance and correctness. I led intern projects, designed and built CLI utilities for Google Cloud Services, and improved testing and observability of the Deployment Manager service.

**Languages and frameworks:** Python, Java, Google Cloud

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## Amazon.com, Seattle, WA

Software Development Engineer I and II Warehouse Deals

May 2013 - January 2016

Cut my teeth with an incredible engineering team working in a messy and expensive part of the logistics chain: automating manual workflows, improving inventory tracking, reducing translation errors with tooling, automating software deployments, and teaching and learning through talks and writing.

**Languages and frameworks:** Java, Spring, AWS

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## CentsLess LLC, Tacoma, WA

Co-Lead Engineer

May 2012 - January 2013

Built Lendingshack.com, a site for peer to peer sharing

**Languages and frameworks:** Python, Django, Bootstrap, Heroku

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## EDUCATION

Bachelor of Science in Computer Science and Mathematics

University of Puget Sound, 2013