Kyle R. Wenholz

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LinkedIn

WORK EXPERIENCE

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

Director of Engineering   July 2021 - Present

Leading the great folks in Engineering.

- Built the Engineering organization from 9 to over 30 engineers
- Interviewed hundreds of candidates for roles ranging from ICs to VPs across Engineering, Product, Marketing, and People
- 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 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
- Work with Customer Success on managing high value customer relationships through planning conversations, technical explanations, and RCAs

Engineering Manager: Dataplane   November 2020 - June 2021

Coached, managed, and grew the Dataplane team. Brought in first versions of a number of 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

EDUCATION

Bachelor of Science in Computer Science and Mathematics

University of Puget Sound, 2013