

WORK EXPERIENCE

Karat Inc, Seattle, WA

Engineering Leader: Delivery

March 2020 - Present

Coaching, managing, and directing to deliver numbers such as

- 20% COGS reduction by finding process bottlenecks and value boosting opportunities
- 3 hours between candidate scheduling and interviewing with predictable consistency
- 200 load balanced and performance managed interview engineers across dozens of content formats
- 10s of thousands of successfully conducted interviews on a suite of modern interviewing tools
- 7 happy and successful direct reports

Engineering Manager

March 2018 - March 2020

Leading Data and Delivery to provide software for key business insights, data infrastructure, and the core interview experience.

- Drive initiatives to lower COGS by double digit percentages while maintaining greater than 4/5 star candidate satisfaction rating.
- Mentor and coach a team of six: software engineers ranging from intern to senior, data analysts, and a data scientist.
- Collaborate with the product manager to plan yearly and quarterly KPIs, OKRs, and projects.
- Engage reports in planning their work and successfully executing on more than 70% of quarterly objectives.
- Maintain team's focus on large projects by delivering on non-blocking projects like interview engineer onboarding enhancements (3/week to >10), invoicing, and data transformations.

Senior Software Engineer

March 2018 - March 2019

- Designed and led a small team in building a video chat application with Twilio (WebRTC) to replace Google Hangouts and service thousands of monthly interviews.
- Worked with another senior engineer to organize subteams, sprint processes with PMs, and build best practices through postmortem culture, design documents, and healthy code reviews.
- Built out preference and notification systems across client and interview engineer user groups.
- Organized and deployed all infrastructure as code with Terraform across a dozen AWS services with another engineer.

Google, Seattle, WA

Software Engineer III

February 2016 - March 2018

- Designed and hosted an intern project for scheduled infrastructure deployments accounting for fault tolerance, debugging options, extensibility and open sourcing
- Owned the Google Cloud Service Registry: determining roadmap items; adding atomic updates, concurrent update locks, and rollbacks; and overseeing the eventual deprecation process
- Designed and wrote command line utilities for Deployment Manager, Type Registry, and Service Registry Google Cloud services
- Automated monitoring configurations with text-based tools: enabling testing and dashboards which reduced the time to create alerts and monitoring for new systems from one week to hours

Amazon.com, Seattle, WA

Software Development Engineer I and II Warehouse Deals

May 2013 - January 2016

- ▶ Designed, specified, and built a new AWS based software platform for a billion dollar reverse logistics business
- ▶ Reduced workflow launch time from days to hours by implementing a service for hosting and abstracting Simple Workflow workers
- ▶ Automated manual processes for communicating financial and inventory updates to vendors with asynchronous and event-driven workflows, saving over 200 man hours per week worldwide
- ▶ Integrated inventory tracking tools with a business portal, providing real-time analytics to replace monthly reports
- ▶ Led three engineers in localizing fulfillment center software and building translation management tools, reducing time to live by weeks and error rates by 50%
- ▶ Extended tax and accounting software to support international operations
- ▶ Enabled continuous deployment of systems through unit and integration tests with tools like Mockito and JUnit
- ▶ Performed technical talks for teams and developed new solutions to automated UI testing, deployment configuration, and monitoring
- ▶ Reviewed code, designs, and roadmaps for projects across multiple teams

CentsLess LLC, Tacoma, WA

Lead Engineer

May 2012 - January 2013

- ▶ Built Lendingshack.com, a site for peer to peer sharing, with open-source frameworks and tools like Django and Bootstrap
- ▶ Deployed, operated, and monitored Lendingshack.com on Heroku

EDUCATION AND SKILLS

Bachelor of Science in Computer Science and Mathematics from University of Puget Sound, 2013

Languages: Java, Python, HTML

Software: Google Cloud Platform, Amazon Web Services, Git, Unix, Kubernetes