

# LACHLAN HARDY

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## EXPERIENCE

### February 2016–Present » Engineering Manager, Support Tools » GitHub, New York

Formed new engineering team dedicated to needs of the Support organisation. Responsible for 12 legacy software projects and a new metrics and analytics project. Made internal and external hires. Designed the basis of the current application engineer hiring process at GitHub and have been iterating on it as we learn. The hiring process includes a blind technical take-home exercise that works the way we work (applicants are expected to submit a Pull Request in a repository) and it's all set up via chat-ops to make it easy on our recruiters. The process includes interview training on unconscious bias, inclusivity practices, and more. Instituted 'Patch Wednesdays' to get our legacy projects up-to-date. Developed and iterated process and cultural improvements such as code review guidelines, consistent test writing, team onboarding process, and weekly reports to share progress with our stakeholders. Established an on-call and First Responder rotation to share responsibilities across the team and to reduce daily disruption. Shipped features and fixes across our internal support tools, chat-ops, and GitHub itself in Bash, CSS, HTML, JavaScript, Rails, and Ruby.

### 2015 » Head of Engineering, NY » Neo Innovation, New York

Led engineering team in New York studio. Led engineering Culture across Neo USA. Developed and iterated formal hiring process. Delivered process and cultural improvements such as a default project stack, regular pairing, regular story writing, consistent test writing, consistent code reviews, code previews, and introduced retrospectives for Engineering as a practice. Worked across most projects in both offices, led architecture discussions, shipped features and fixes in CSS, HTML, JavaScript, Rack, Rails, and Sinatra.

### 2012–2014 » Technical Evangelist and Startup Lead » Microsoft Australia, Sydney

Led strategy and depth engagement with the Australian startup ecosystem. Developed startup coworking space at Microsoft Sydney. Key member of MSAU's National Plan, Joined Up Innovation. Ran various hack events, for example Stay Late and Hack sessions, and Appfest. Delivered technical Azure workshops and business workshops for startups. Judged Imagine Cup Australia semi-finals in 2013.

### 2012–2016 » Partner » The Workbench, Ultimo, Sydney

Founded coworking space for creatives and developers with three other partners. Focused on providing a welcoming space for women, including sponsoring RailsGirls events. Fostered a community of Rubyists, artists, and designers..

### 2011 » Head of Development » Ninefold, Sydney

Ran all development for a cloud computing startup. Delivered new user focused customer portal as well as internal monitoring system that enabled improved customer support. Responsible for customer-facing application, management portal, internal systems and the virtualisation platform. Engaged internal and external teams to deliver new features, upgrades, and refactoring in an agile fashion. Led software decision-making for the company. Partnered closely with Operations team to manage stability and performance of cloud platform.

### 2010 » IPTV Lead Developer » Bigpond, Sydney

Delivered the world's first live streaming television Over-The-Top on HTTPS under WideVine DRM. Led remote teams building HTML5 IPTV applications to be served on LG televisions and home theatre equipment. Responsible for architecture, code review, quality assurance, and performance. Collaborated directly with hardware manufacturers.

### 2007–2010 » Front-end Development Lead » Atlassian, Sydney

First front-end hire. Developed common coding guidelines across product teams. Delivered two of the ten features used to advertise JIRA 4 and product designed two others. Hired 30–40 front-end and JavaScript developers. Developed and open sourced common front-end code library, Atlassian User Interface (AUI). Standardised all products on AUI.

Details of earlier positions can be found on my LinkedIn profile: <https://linkedin.com/in/lachlanhardy>

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## PRESENTATIONS

- » *Developer Culture that Doesn't Suck*, ManhattanJS, 2015
- » *Developer Culture that Doesn't Suck*, Rails Camp Canberra, 2015
- » *The Web: A Personal Tale of Love and Loss*, Geek Breakfast Sydney, 2013
- » *Azure Mobile Services for iOS*, One More Thing, 2013
- » *Using Modern Web Technologies in Your Apps*, TechEd Australia, 2013
- » *Windows 8/RT and JS: Frameworks, Open Source and Apps*, TechReady 16, 2013
- » *Creative Coworking*, What Do You Know Sydney, 2012
- » *Windows 8—An Adventure in JavaScript*, WebDU, 2012
- » *Give Your JS apps a Spine*, WebDU, 2011
- » *sydjs.com for fun*, SydJS, 2011
- » *Something.js: Using v8 & Raphaël for fun || profit*, BrooklynJS, 2010
- » *GitHub for JavaScripters*, SydJS, 2010
- » *Improve Your Development Process with Git*, WebDU, 2010
- » *User-led Innovation*, University of Sydney Guest Lecture, 2010
- » *The Open Web*, Webstock, 2010
- » *Serving Code Samples*, RORO Sydney, 2010
- » *The Open Web*, Edge of the Web, 2009
- » *The Open Web*, Web Directions South, 2009
- » *Improving Dashboards with Open Content Sharing*, UXAustralia, 2009
- » *v8 (and its hotness)*, RORO Sydney, 2009
- » *Australian Web Innovation*, Digital Leaders Summit, 2009
- » *Local Government on the Open Web*, We Believe in Community, 2008
- » *Integrating Your Site with IE8*, reMIX, 2008
- » *Beautiful, Maintainable CSS*, RORO Sydney, 2007

## EDUCATION

**Masters in Information Technology (Incomplete)**  
University of Ballarat, VIC, Australia » 2002

**Bachelor of Arts (Incomplete)**  
University of NSW Canberra, ACT, Australia » 1999

**Certificate IV in Training and Assessment**  
University of NSW Canberra, ACT, Australia » 1998

## COMMUNITY

- » Organiser, Rails Camp USA East, 2016
- » Talk Selection, GORUCO, 2015
- » Talk Selection, Ruby Conf AU, 2014
- » Organiser, SydJS, 2011-2014
- » Instigator, #fridayat4, 2012-2014
- » Judge, Full Code Press, 2009
- » Organiser, Silicon Beach Drinks, 2007-2009
- » Organiser, Webjam, 2006-2009
- » Organiser, Web Standards Group MEL, 2004-2006
- » Attendee, 23 of 30 Rails Camps in Australia, NZ, & USA

## WORKSHOPS

- » Participant, Engineering Management Development Program, Orbital, 2016
- » Trainer, Rapid Prototyping, Edge of the Web, 2009