

LACHLAN HARDY

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EXPERIENCE

- 2017–Present » Consultant » Blackmill, Melbourne**
Blackmill is an engineering practice consultancy focused on deliberate development. We work with technology organisations to evolve their engineering and communication processes. I've implemented OKRs with executive teams, led capability and startup teams, worked on 16 production React apps.
- 2016 » 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.
- 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

- » *Re-imagine the Hiring Process*, Full Stack Toronto, 2018
- » *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 vQL & 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
- » *vQL (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

- » Advisor, Levels Conf, 2018
- » General Member, Ruby Australia, 2018
- » Vice-President, Ruby Australia, 2017
- » 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, 30 of 42 Rails Camps in Australia, NZ, & USA
- » Attendee, 3 of 5 Elixir Camps in Australia

WORKSHOPS

- » Trainer, *Workplace Culture*, Web Directions Culture 2017
- » Trainer, *Hiring*, Web Directions Code Leaders, 2017
- » Participant, *Engineering Management Development Program*, Orbital, 2016
- » Trainer, *Rapid Prototyping*, Edge of the Web, 2009