

Luis E. Tadeo [Software Engineering Manager]

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Summary

Accomplished Software Engineering Manager with a robust background in leading high-performing teams through complex projects. Proven track record in Agile methodologies, technical leadership, and driving transformative projects from inception to successful implementation. Skilled in mentoring, team development, and fostering a collaborative work environment and achieving strategic goals.

Experience

Indeed, Inc., Seattle, WA | indeed.com

Apr. 2022 - Present **Software Engineering Manager**

- Provided technical direction for a team of 20+ engineers, shaping product and technical vision alongside other engineering, product, and UX leaders.
- Led a team of 9 direct reports (full-time & contractors) and drove partnerships with other teams to migrate our legacy product to a modern GraphQL backend and frontend application for Indeed's Profile and Resume product.
- Collaborated across organizations to evolve our backend platform, supporting seamless integration for external third party partners with Indeed's ecosystem, powering dozens of different job sites globally.
- Fostered career growth and team cohesion, resulting in enhanced morale; implemented Agile processes, reducing development lead time by 50%.

Jan. 2022 - Apr. 2022 **Software Engineer III (Staff)**

- Architected and planned the migration from a legacy stack to GraphQL, React, and TypeScript, modernizing core product infrastructure.
- Managed and mentored 5 developers, overseeing project execution and planning.
- Onboarded and mentored new senior and junior engineers, assuming additional management responsibilities.
- Conducted 10+ interviews for junior through principal level engineering candidates.

Sep. 2019 - Jan. 2022 **Software Engineer II (Senior)**

- Designed and implemented resume-profiling infrastructure; leveraged Kafka to build an ML-powered resume evaluator to extract features on demand for the company's matching algorithms.
- Led a team of 4 technical business analysts, increasing organic traffic & resume creations through rapid feature development.
- Contributed to diversity recruitment initiatives, collaborating with Indeed University Recruiting

Jul. 2018 - Sep. 2019 **Software Engineer**

- Developed UX & backend infrastructure for ML-generated resume suggestions, improving resume quality metrics.
- Co-designed a patented integration between frontend applications, optimizing applicant quality metrics.
- Mentored senior hires on legacy codebase and prioritized refactoring efforts to reduce technical debt.
- Conducted A/B testing in ReactJS and Spring applications, monitoring impact on production metrics.

Freelance

Jan. 2010 - Jul. 2018 **Full-Stack Developer & Web Designer**

- Designed and developed custom web solutions for diverse clients; collected requirements, planned and built custom user experiences with SEO optimization.

Education

Jan. 2015 – May 2018 **University of Illinois at Urbana-Champaign**

Bachelor's Degree in Biochemistry, with distinction. Minors: Computer Science, Chemistry.

Skills

Management: Performance Management, Agile Methodologies

Backend: Java/Spring, Data Modeling, Systems Architecture, Kafka, GraphQL, Apollo, PHP

Frontend: Javascript/TypeScript, React, Redux, Apollo Client, CSS, HTML, Webpack

Data: SQL (intermediate), Spark (basic)

Languages: English (Fluent) , Spanish (Native fluency), French (Limited working proficiency)