Marvin Colgin

Seattle, Washington, United States

✉ mcolgin@gmail.com

in linkedin.com/in/mcolgin

Summary

Key Values: Empowerment, Responsibility, Ownership, Trust are the key in helping to inspire, lead and grow teams of engineers.

Leadership Style: Servant Leadership that empowers a developer's innate need for autonomy, mastery of their skillset with purposeful work.

Experience

Director of Software Engineering
Knock® CRM

Aug 2021 - Apr 2022 (9 months)
- Management and technical oversight of teams comprising flagship product, core services and datastores, and integration development.
- Team growth and deep technical leadership for 4x teams, comprising 14 us-based roles and 6x offshore
- Increased system reliability through implementation of quality gates and process definition for a budding SDLC, subsequent developer processes, tooling and tests.
- Helping to shape thinking for product development, in cooperation with business stakeholders across the organization to coordinate feature development, tracking and project planning
- Organizational development with team building via mentoring and defining processes for hiring, interview process, onboarding

Biggest Challenge
- Strategy, Planning and Execution for breaking up the monolith codebase and system architecture
- Development and maturation of the SDLC, processes, coding standards, release processes and quality control
- Contributing towards team growth, hiring, attribution, culture and growing engineering from 30 to 75 developers

Senior Software Engineering Manager
Knock® CRM

Jan 2021 - Aug 2021 (8 months)
With the continued growth of the engineering department, my role was transitioned into cross team and functional collaboration, assisting in defining engineering processes and further advocacy for best practices.

- Split the monolithic core product/team into sub-teams in order to provide better clarity for team members and give the product-team more bandwidth for feature development
- Provided leadership and technical oversight to 4x teams (Integrations, Platform, Core Application and new iOS product)

- Accelerate and streamline the interview process, working directly with recruiting to define job descriptions, technical screening via HackerRank and up-leveling team members with interview skills

Software Engineering Manager
Knock® CRM
Jul 2020 - Jan 2021 (7 months)
As my team continued to tackle stability and performance issues related to scale, I moved into a position of team building, hiring and continued process improvements.

- Development of standard hiring interview process, testing and working with team to build interview skills
- Worked across functional teams to develop a software development process (SDLC) in an effort to ensure adequate oversight and address cross-team concerns in the development of new systems

Biggest challenge: As the company embarked on accelerated sales goals, the feedback from Go-To-Market (GTM) was there was a need to dive deep into the breadth of service issues accumulated during the incubation phase of the company. This necessitated the need to tackle long standing technical issues, and my responsibility was guiding the team in the triage, categorization, management and reporting on issues to executive leadership on a daily basis.

Lead Software Development Engineer
Knock® CRM
Nov 2019 - Jul 2020 (9 months)
Hired after the first round of investment for a scrappy, 4 year old SaaS company. My team was responsible for the flagship SPA application (AngularJS) and the backend monolith codebase and data-storage.

Team: 1 team of 7 full-sack developers
- Process improvements related to release practices and quality gates
- Definition of code quality with the introduction of "blue ribbon" code samples
- Isolation, replacement and deprecation of problematic data-stores and infrastructure items

Biggest challenge: Stabilizing and scaling of the service and application, as the company rapidly added additional customers and load.

Principal Software Engineer
BulletProof Software LLC
Sep 2016 - Oct 2017 (1 year 2 months)
Modernizing and decentralizing of user-interface for high-performant server software, with packaging and deployment to several thousand remote locations throughout the world.

* Responsible for designing and delivering a modern Admin UI (React/ES6/Bootstrap) for Windows Server based software product
* Development of RESTful APIs (Node.js/Express.js/Golang) for public consumption and integration of web-services with third-party apps

Senior Software Engineer Technical Lead

Accretive Technology Group

Apr 2015 - Sep 2016 (1 year 6 months)

Leadership of two Agile teams, technical contributions to the architecture, design and direction of video conferencing service delivering over 600+ million requests/day and 80 GBit/sec of video streaming.

* Mentoring and hands-on technical leadership of Scrum teams in the development of (Angular/Java/SQL) advertising platform delivering over 80m ads/day.
* Design and implementation of Service Oriented Architecture in an effort to isolate legacy code (PHP) in microservice containers (Docker).

Principal Software Engineer

Bulletproof Software

Aug 2007 - Apr 2015 (7 years 9 months)

Developed and branded several B2B and B2C software products, with sales and order processing handled through in-house created solutions.

* Order processing, customer support and cloud-services utilizing Amazon EC2 with LAMP instances, software developed (PHP, MySQL, Redis).
* Development of the flagship software product (Pascal/C++), requiring an in-depth understanding of TCP/IP, Application Layer Protocols, memory management, multithreaded and concurrent processing is necessary in order to achieve maximum throughput and availability.

Principal Software Engineer

DigitalCandle, Inc.

Aug 2000 - Aug 2007 (7 years 1 month)

Successfully launched independently developed software title, developed business plan and acquired $1m in venture capital funding to build app-store for Windows with over 3000 software products.

* Developed e-commerce system for payment processing (PHP), electronic order distribution, financial auditing, and fraud detection.
* Presentation layer of web applications written using LAMP architecture with REST and vanilla Javascript with HTML/CSS/Ajax.

Software Engineer

Hollywood Entertainment

Oct 1992 - Aug 2000 (7 years 11 months)

Inventory Control System, Client-Server infrastructure within in Delphi (Pascal), SQL, Oracle PL/SQL, C/ASM, Cobol

Education

Code Fellows

Certificate of Completion, Python

2019 - Present

Immersive, 10 week, 400 hour curriculum utilizing Python to implement classic CS Data Structures/ Algorithms

Skills

Change Management • Jira • Confluence • Twilio • RabbitMQ • Amazon Web Services (AWS) • Python (Programming Language) • Go (Programming Language) • JavaScript • SQL