

MATT KOSTER

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People-first senior software engineer who will find the problems in your process and work with your people to implement the right solutions, focusing on sustainable change for the future of your business.

EXPERIENCE

TEAM LEAD & SOFTWARE DEVELOPMENT MANAGER, VERVINT

2023 – 2025

Led teams of 5–12 developers with a focus on mentorship, growth, and team cohesion. Supported junior engineers in adopting sound coding practices and navigating complex challenges. Helped shape engineering and business processes across a 40+ person team, leading to improved team alignment and smoother inter-team collaboration.

PROJECT: EMBEDDED HARDWARE ENGINEERING ADVISORY, BOBCAT COMPANY

- Served as a liaison between Bobcat's IoT Cloud Platform and Embedded Engineering teams during development of their next-generation vehicle Wi-Fi connectivity module.
- Provided strategic guidance on AWS IoT best practices and architectural design, resulting in an implementation plan which engineering leadership used to move forward confidently.

SENIOR CLOUD CONSULTANT, VERVINT

2021 – 2023

Successfully delivered multiple technical projects attaining \$500,000+ in revenue while managing teams of 3–5 consultants for multiple clients. Provided regular feedback to support teammates' personal and professional growth, resulting in multiple promotions. Co-founded and facilitated a technical leadership group within the Connected Products team, which became a model adopted across the organization.

PROJECT: IOT PLATFORM BUILD, APERIA TECHNOLOGIES

IoT Core, Fleet Hub, TypeScript on Lambda, API Gateway, Timestream, Athena, Kinesis

- Delivered a next-generation AWS-based IoT platform supporting 30,000+ devices in its first year of operation.
- Employed DevOps best practices, including a CDK-based infrastructure, CI/CD pipelines, SonarQube security scanning, Jest unit testing, and ESLint linting.
- Co-led a team of three developers utilizing Agile Scrum project management. Supported a team member's growth into a leadership role, resulting in a promotion.
- Translated stakeholder needs into hundreds of actionable user stories.
- Upheld code quality by balancing code reviews with hands-on development.

PROJECT: IOT PLATFORM MAINTENANCE, TRAEGER

IoT Core, NodeJS on Lambda, DynamoDB, Serverless Framework, Azure DevOps, GitLab Pipelines

- Stepped into an unofficial tech lead role on a large-scale IoT platform managing over 500,000 connected devices, growing to over 750,000 by the end of my tenure. Identified a lack of team direction and proactively assumed leadership responsibilities, including task delegation, issue ownership, and technical oversight.
- Provided clarity and reduced team stress through structure and support, leading to hundreds of thousands of dollars in revenue, improved team performance, and a personal promotion from Consultant to Senior Consultant.
- Identified a critical security issue and worked in tandem with a consulting hardware team to triage and implement a resolution, significantly reducing the platform's vulnerability.

- Analyzed platform costs and recommended remediations which resulted in more than \$10,000 monthly savings.

DEVELOPER & CONSULTANT, VERVINT

2014 – 2021

Worked with clients in collaborative, Agile environments alongside cross-functional teams that included sales reps, scrum managers, architects, and project leads. Stepped into leadership roles on two projects lacking designated leads or architects due to resource constraints.

PROJECT: FUNCTIONAL TESTING FRAMEWORK, AMWAY

NodeJS on Lambda, JSON, CloudFormation, Cloud-native testing

Built a serverless, configurable functional test suite to validate an evolving supply chain system. Designed an orchestrator Lambda to parse test configs, spin up worker Lambdas in parallel, and aggregate results—making system testing scalable, repeatable, and low-maintenance. As a result, initial project deployment was bug-free.

APPLICATION DEVELOPMENT INTERN, VERVINT

2013 –

2014

Developed client-facing solutions for a single client under the direction of various developers and consultants, focused on Microsoft's ASP.NET MVC, SQL Server, SSIS, and SSRS technologies. Succeeded in learning and delivering project solutions in many technologies with which I was unfamiliar.

EDUCATION

BS IN COMPUTER SCIENCE, CALVIN UNIVERSITY

2010-2014

Maintained a GPA of 3.9+, awarded Dean's list membership for 8 cumulative semesters. Awarded Trustee's scholarship, the highest scholarship awarded for academic excellence.

MANAGEMENT SKILLS

- Team-focused servant leadership
- Building cohesive, high-trust teams
- Learning and growth mindset for self and others
- Emotional Intelligence, based on reported trust from team members
- Responsive, clear communication
- Meeting direction and facilitation
- Deep technical understanding

TECHNICAL SKILLS

- AWS serverless technologies, including Lambda, API Gateway, S3, DynamoDB, SQS, SNS, SES, EventBridge, and others.
- REST APIs, with limited GraphQL API experience
- X.509 Certificates, Authentication, and Authorization
- AWS IoT Core including MQTT5
- Git, GitHub, GitLab, Bitbucket, Azure DevOps
- JavaScript and TypeScript
- HTML and CSS

ACTIVITIES & CERTIFICATIONS

- AWS Certified Solutions Architect Professional (2021-2024)
- AWS Certified Developer (2019-2024)
- Participant in Vervint's GROW Training Program
- Participant in Vervint's ELEVATE Training Program
- Routine planner for and participant in company "out-of-office" events, such as happy hours, board game day, and volleyball league