

# Matthew Eernisse

## Engineering Manager, Software Engineer

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## Summary

I have been building interactive Web applications for over 25 years. I have written a book on JavaScript development, presented at technical conferences worldwide, and am still heavily involved in open source (as author and maintainer of the EJS templating language for JavaScript). I have worked at large companies and tiny startups, and have a broad range of experience and expertise — from engineering management and processes, to hands-on engineering work, to interface design and HCI. I have worked as an individual contributor, lead teams, and have built and managed teams of both technical and creative people. I am always looking for the chance to learn something new. My ideal position would be working on a product that improves the lives of ordinary people.

## Experience

### Head of Product Engineering

June 2022 to May 2024

#### *Viable Fit, Inc.*

Led a small team of full-stack engineers, building a product that performs AI-driven analysis of customer feedback. Stack was React/JavaScript/TypeScript/Python/GraphQL/Postgres.

### CTO

July 2019 to May 2022

#### *MatterApp, Inc.*

Led a very diverse team of full-stack engineers (half from under-represented groups), building a product for employee feedback. Stack was React/Koa/PostgreSQL on AWS.

- Performed hands-on engineering work, building a steady stream of product features, with both frontend and backend work.
- Created a build, QA, and release process using CircleCI and AWS, and unit tests in Mocha, and E2E tests using Node/Chromium/Puppeteer.
- Handled product analytics queries, using Metabase on AWS.

### Sr. Director, Product Engineering

March 2018 to April 2019

#### *Eaze*

Led a team of 20 engineers (frontend, backend, infra), managed and mentored both staff-level ICs and early-career engineering managers, with heavy focus on communication, negotiation with Product, and improved time-estimation.

- Introduced engineering processes, including a Staging environment using Terraform, QA-gated release process to reduce constant hotfixes, engineering on-calls, and automated testing.
- Created support-engineering team and process to prevent off-the-books work.
- Created a consistent and repeatable hiring process, focusing heavily on candidate experience and diversity. One-third of hires came from underrepresented groups.

## Education

### M.Ed, Instructional Technology

*University of Houston, College of Education*

### B.A., English Literature, Minor in Biology (cum laude)

*University of Houston, Honors College*

## Personal

### Languages

I spent three years right after college living in rural Japan. I speak Japanese fluently, and read and write at an intermediate level.

### Music

I love all genres of music and am very much into recording and mixing. I also sing lead vocals and play rhythm guitar for an 80s hair-metal tribute band called Hairstrike, that plays around the Bay Area.

### Travel

I love to travel. Countries I've been to include Japan, Thailand, Korea, Hong Kong, Macau, Indonesia, Cambodia, Vietnam, China, Nepal, India, Holland, Belgium, France, Australia, Russia, and Kenya.

## Experience (cont'd)

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### VP of Engineering

January 2016 to March 2018

#### *Zenefits*

Led multiple teams of engineers, designers, and QA engineers comprising over 50 people, building a suite of HR products for small businesses. Stack was JavaScript/Python/MySQL. Performed hands-on engineering work, and managed technical and non-technical ICs, and early- and mid-career managers.

- Built UI Engineering team from zero to 20 engineers over the course of a year, directing the implementation of all UI components across the suite of Zenefits products.
- Built a QA team from zero to 15 testers and QA engineers over the course of a year, resulting in over 90% reduction in hotfixes.
- Managed the Design team, managing and hiring both early-career and senior designers, and implementing a consistent cross-team design process.
- Built an end-to-end testing framework with an API for invoking Ember UI tests from inside Django tests, using Python, NodeJS, Redis, Testem, QUnit.
- Built a multiplexing event-forwarding service in NodeJS, sending events to AWS Kinesis, Sentry, SumoLogic, SignalFx, and Google Analytics.
- Responsible for a suite of plug-and-play UI components and a styleguide with the Ember UI framework.
- Built highly diverse teams, where roughly one-third of hires came from underrepresented groups.

### Director, Engineering

May 2014 to October 2015

#### *Kimono Labs*

Kimono Labs was a Y Combinator-backed startup that provided a web scraping service. Stack was JavaScript and MongoDB. I was responsible for building out the engineering team and processes.

### Senior Software Development Engineer

March 2010 to April 2014

#### *Yammer / Microsoft (Yammer was acquired by Microsoft in July 2012)*

Worked on both the Platform and Web UI teams. Built the very first end-user-facing Web service with early NodeJS (circa v0.2). Build the Yammer Message Publisher.

### Senior Software Engineer

May 2009 to March 2010

#### *Slide*

Social apps on the Facebook platform. Stack was Python, AS3, JavaScript. Open-source work building a test-automation library for Flash/Flex apps.

### Web Developer

January 2008 to March 2009

#### *Seesmic*

Videochat service, converted Flash frontend to HTML/CSS/JavaScript Web UI. Built RESTful service in Ruby to wrap an ad-hoc Java-based Web API.

### Lead Web UI Developer

July 2005 to January 2008

#### *Open Source Applications Foundation*

Built the Web frontend for the Chandler project, a calendaring app (see the book *Dreaming in Code*, by Scott Rosenberg). Stack was JavaScript, Java, Python. Open-source work on Dojo Toolkit, an early JavaScript UI framework. Created the first timezone-enabled datetime library for JavaScript, used by Apple in their MobileMe Web application.

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## Open Source Work

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**Author, maintainer**

~12 million installs per week on NPM

***EJS Templating Language***

<https://www.npmjs.com/package/ejs> • <https://ejs.co/> • <https://github.com/mde/ejs>

**Author, maintainer**

~9 million installs per week on NPM

***Jake JavaScript build tool***

<https://www.npmjs.com/package/jake> • <https://jakejs.com/> • <http://github.com/jakejs/>

## Writing

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**Author**

SitePoint Publishers, 2006

***Build Your Own Ajax Web Applications***

<https://www.amazon.com/Build-Your-AJAX-Applications-Interactivity/dp/0975841947/>

One of the earliest books on Ajax, predates any frameworks and toolkits.

**Contributing Editor**

By William Lidwell, for Rockport Publishers

***Universal Principles of Design (first edition)***

<https://www.amazon.com/Universal-Principles-Design-William-Lidwell/dp/1592530079>

A cross-disciplinary reference of design. Widely used as a design textbook.