Matthew Eernisse
Engineering Manager, Software Engineer

⚲ San Francisco, California
☎ 713-398-3106
✉ matthew.eernisse@gmail.com
in https://www.linkedin.com/in/meernisse/
� https://github.com/mde

Summary

I have been working on 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

CTO and Co-Founder
July 2024 to Present

Suma Solutions, Inc.

Technical co-founder of a startup in the medical compliance space, building a full-stack application using Vue.js/Prisma/PostgreSQL/NodeJS deployed on AWS.

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. Performed hands-on engineering work as well as management.

CTO
July 2019 to May 2022

MatterApp, Inc.

Led a small team of full-stack engineers building a product for employee feedback. Stack was React/Koa/PostgreSQL on AWS. Performed hands-on engineering work as well as management.

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.

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, playing 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)

January 2016 to March 2018

VP of Engineering

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.

May 2014 to October 2015

Director, Engineering

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.

March 2010 to April 2014

Senior Software Development Engineer

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.

May 2009 to March 2010

Senior Software Engineer

Slide

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

January 2008 to March 2009

Web Developer

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.

July 2005 to January 2008

Lead Web UI Developer

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.

Open Source Work

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

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.