

# Matthew Eernisse

Software Engineer, Engineering Manager

📍 San Francisco, California  
📞 713-398-3106  
✉ [mde@fleegix.org](mailto:mde@fleegix.org)  
🐦 <https://twitter.com/mde>  
🌐 <https://www.linkedin.com/in/meernisse/>  
🔗 <https://github.com/mde>

## Summary

I have been building interactive Web applications for over 20 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 larger companies and smaller startups, and have a broad range of experience and expertise — from engineering management, to hands-on engineering work, to interface design and HCI. I have worked as an individual contributor and team-lead, 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 real people.

## Experience

Sr. Director, Product Engineering  
Eaze

March 2018 to April 2019

- Led a team of 20 engineers (frontend and backend), and managed and mentored both staff-level ICs and early-career engineering managers, with heavy focus on communication, negotiation with Product, and more accurate time-estimation.
- Directed development of a Staging environment using AWS and Terraform.
- Transitioned Engineering org to a formal on-call process using PagerDuty.
- Prototyped end-to-end test system with TestCafe, and built a culture of testing — going from zero tests in CI to hundreds.
- Implemented a formal QA-gated, scheduled release process, resulting in ~90% reduction in hotfixes to production.
- Created support-engineering team and process to prevent off-the-books work.
- Pushed successfully for creation of a task force for paying down technical debt.
- Designed and implemented a consistent, repeatable hiring process based on explicit engineering values, and focusing heavily on diversity and candidate experience — with one-third of hires coming from underrepresented groups.

VP of Engineering  
Zenefits

January 2016 to March 2018

- Built UI Engineering team from 1 engineer to 20 over the course of a year, directing the design and implementation of all UI elements across the entire suite of Zenefits products.
- Managed technical and non-technical ICs, and both early- and mid-career managers.
- 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.
- Directed development of a suite of plug-and-play UI components and a styleguide with the Ember UI framework, for use by full-stack engineers doing product work.
- Built a QA team from scratch, to 15 testers and QA engineers over the course of one year, resulting in over 90% reduction in hotfixes for QA'd code.
- Designed and implemented a consistent, repeatable hiring process with heavy focus on diversity and candidate experience, with almost half of hires coming from underrepresented groups.
- Took over management of the Design team, managing and hiring both early-career and senior designers, and implementing a consistent cross-team design process.
- Supervised the rollout of a product-wide rebranding, including scoping, cross-department and cross-team coordination, and QA of the implementation.
- Directed the development of a new React-based UI stack, and its deployment as part of a brand-new product (Performance Management).

## 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

Interested in a lot of different music genres including rock, jazz, electronic, and world music. 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)

### Director, Engineering

May 2014 to October 2014

Kimono Labs

- Implemented formal build and test processes using NodeJS, Jake, Mocha.
- Created schema and schema versioning for document data store in MongoDB.
- Reduced Web scraper error rate by 80% (NodeJS, PhantomJS).
- Implemented authentication for scrapers (NodeJS, PhantomJS).

### Senior Software Development Engineer

March 2010 to April 2014

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

- Built and maintained the Message Publisher for the Yammer Web UI (JavaScript).
- Lead engineering work on the Yammer Platform using JavaScript, Ruby/Rails, AS3, Adobe AIR.
- Lead engineering work to build the File Upload backend service, based on very early versions of NodeJS (circa v0.2).
- Contributed heavily to design and development of YamJS core JavaScript libraries (JavaScript, Ruby/Rails).
- Contributed key work on the Direct Messages feature for the Yammer Web UI (JavaScript).
- Integrated Exchange/OWA with Yammer messaging (Ruby/Rails).
- Made major fixes to message counts across multiple clients (JavaScript).
- Refactored Yammer desktop app to use current core client libraries (JavaScript, Adobe AIR).

### Senior Software Engineer

May 2009 to March 2010

Slide

- Worked on Facebook social Web apps SuperPoke and TopFriends, in JavaScript and Python.
- Worked on Facebook game SuperPocus, in AS3 and Python.
- Built FlexPilot library in AS3 for automating testing of Flash/Flex frontends.

### Web Developer

January 2008 to March 2009

Seismic

- 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 Chandler Web UI, a calendaring app, using JavaScript and Java (Maven, Tomcat, Struts/Tiles, Hibernate).
- Wrote a Zoneinfo timezone-enabled Date library for JavaScript.
- Contributed heavily to the Dojo Toolkit, an early JavaScript UI framework.

## Open Source Work

Author, maintainer

Widely used, 3 million installs per week on NPM

EJS Templating Language

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

Author

Predates Gulp/Grunt, some current usage

Jake JavaScript build tool

<https://jakejs.com/> • <http://github.com/jakejs/>

Author

Predates everything except Express, now defunct

Geddy MVC Web framework for Node

<https://github.com/geddy> • <https://github.com/geddy/model> (multi-DB ORM)

Author

Circa 2008, predates Moment, now defunct

TimezoneJS

<https://github.com/mde/timezone-js>

Contributor

Merged into Rails project, became Rails 3

Merb Ruby Web Framework

<https://en.wikipedia.org/wiki/Merb>

Contributor

Very first client-side JavaScript framework, still exists

Dojo JavaScript Toolkit

<https://dojotoolkit.org/>

# Writing

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## Author

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.

SitePoint Publishers, 2006

## Contributing Editor

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.

By William Lidwell, for Rockport Publishers