

Matthew Eernisse

Software Engineer, Engineering Manager

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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, including Log in With Yammer and Yammer Embed features, 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.
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