

# MIKE DESJARDINS

Senior Engineering Leader with Proven Success Building Teams

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## HIGHLIGHTS

- Lead team that rebuilt all payment processing functionality for the company, integrating with six different payment processors, saving the company millions of dollars per month and enhancing our cash reserves. Newly designed system processed over \$500M/month.
- Lead creation of mobile engineering and QA teams from scratch (16 people). Created hiring process, contributed to the performance rubric, implemented quality metrics, and created software development and testing processes from the ground up.
- Managed team that decomposed monolithic Python backend into smaller microservices, reducing build times and improving system stability. Halved the response time for high-volume pricing requests.

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## SKILLS

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| • Agile Project Management                     | • Python (5 years)                                      | • Flask, Ruby on Rails, Phoenix, Sinatra         |
| • Coached new managers                         | • Ruby (10 years)                                       |  |
| • Recruited and hired 20+ engineers            | • Javascript (10 years)                                 | • React  |
| • Lead 18 person organization, reported to CTO | • Java (5 years)  | • Celery, Sidekiq                                |
| • Startups, Scale-ups                          | • Experience with Elixir, Kotlin, Swift                 | • AWS, GCP                                       |
| • Performance Management                       | • Less recent experience with C, C++, and 68k assembler | • PostgreSQL                                     |
|  |   | • Light experience with React Native and Flutter |

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## SELECT EXPERIENCE

**Director of Engineering, Payments | Zepz**

**2018-Present**

- Joined as a Software Engineer at what was a small startup, of less than 30 people (Sendwave, YC'12) that was acquired in 2021 by WorldRemit/Zepz Group for \$500M
- Started with user-facing development as one of six engineers. Worked on both the backend codebase (Python, Flask, Celery, Postgres, GCP) and mobile (Kotlin, Swift) codebases to add features such as biometric login, internationalization, as well as many third-party integrations
- Lead effort with five newly hired engineers to do a complete overhaul of the mobile user interface. Over time, the team adapted the codebase to use the MVVM design pattern.
- Leadership roles culminated in a directorship of the platform team, where I grew the team from zero to 20 engineers and implemented a scrum-based SDLC. Oversaw the separation of our monolithic backend into smaller services. Mentored a first time manager on team leadership skills.
- Lead teams who rewrote legacy systems from scratch into Springboot-based Kotlin microservices running on AWS. New systems integrate with Adyen, Stripe, Tabapay, Trustly, EU Open Banking as well as several other alternative payment methods and process \$16B annually across both Zepz brands. New systems auth rates are 2-12% higher than the systems they replaced.
- Acted as Interim Product Manager while serving on two different teams that lacked one.

**Full Stack Developer | MeetEdgar**

**2017-2018**

- Implemented new features on Rails-based back end and React/Redux ES6 based front end, including support for Instagram, and a new referral program
- In addition to React and Redux, the front end made heavy use of CSS modules, webpack, and jest-based unit tests

- Primary areas of focus were user onboarding, payment processing, and adding multi-media features (e.g., video and multi-image posts via Twitter and Facebook's API)

#### **Front-end Developer (Contract) | Time-Warner Cable**

**2016-2017**

- Augmented staff of Time Warner Cable through contracting agency Sigient (now defunct)
- Rebuilt portions of front-end of customer portal for major U.S. cable company
- Changed out Backbone-based components in favor of React
- Updated build process to use Webpack and Babel to support ES6 and JSX. Worked with external auditing agency to update customer portal to be fully accessible to disabled users

#### **Director of Engineering | Openbay**

**2013-2016**

- Fourth hire at a Cambridge-based startup building an online marketplace matching auto repair shops with vehicle owners needing service
- Built out greenfield project to production, including being featured on NBC Nightly News
- Used Ruby on Rails and Elixir/Phoenix based backends. Contributions included creation of a user-facing "dashboard" for open service requests, a CRM backend for use by the sales and business development teams, and a PostGIS-based system for requesting service bids from repair shops
- Eventually helped hire new five person team and implemented scrum-based SDLC process

#### **CTO and Team Lead | Burnside Digital**

**2011-2013**

- As CTO I led the software development team, which included: determining the strategic focus for new technology and methodologies, working with sales team to onboard and form relationships with new clients, and leading internal projects and initiatives to expand Burnside Digital's offerings from solely service-based to product-based
- Most notable technical contribution was to our biggest contract CityEats, a restaurant reservation system created by Scripps Networks (similar to OpenTable, but for higher-end restaurants with celebrity chefs). Started as a Senior Engineer, then became Team Lead, and eventually CTO role
- Also contributed to various Android and NodeJS projects, including a SaaS mobile platform service product intended to compete with Parse.

#### **Ruby-on-Rails Contractor | Sony Music**

**2008-2011**

- Helped a four-person team develop and support Ariama, a (now defunct) online store for purchasing classical music in a lossless FLAC format
- The site featured a unique taxonomy for classical music, organizing tracks by work and performer instead of the conventional Track/Album/Artist format. Main areas of focus were the search/indexing system and online checkout system

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## **EDUCATION**

**B.S., Electrical and Computer Engineering, Worcester Polytechnic Institute**

Minor in Computer Science.

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## **ACTIVITIES**

- Former mentor/coach of FIRST Robotics Team 5687 (The Outliers). Taught high school students control systems programming
- Former mentor in the Railsgirls program, whose goal is to bring more representation from non-males into the software development industry