MICHAEL HOTWAGNER

Staff / Senior Full Stack Software Engineer

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📍 New York ☆ github.com/mhotwagner

EXPERIENCE

Staff Software Engineer

Folio

📅 10/2024 - 11/2025 📍 Remote

Folio is an AI-driven platform that helps students and recent graduates stand out to employers through custom projects, tailored video cover letters, and a streamlined hiring marketplace.

- Delivered full-stack product work across infrastructure (Terraform, Docker, GitHub Actions, AWS Lambda/SQS/S3), backend (Django, DRF, WebSockets, Postgres, OpenSearch), and frontend (React/Next.js, HeroUI, Tailwind) in a rapidly iterating startup environment.
- Led a homepage and global navigation rebuild, modernizing architecture, improving performance, and establishing reusable layout patterns across the platform.
- Designed and implemented a flexible search-relevance framework in OpenSearch, enabling custom boosting, relevance tuning, and re-ranking logic.
- Architected and built a scalable resume-parsing and normalization pipeline using AWS Lambda and SQS/S3, with semantic matching for skills and education data. Delivered to spec with improved accuracy and a fully asynchronous ingestion design.
- Developed a context-aware chat interface using OpenAI that enabled structured, project-specific conversations by injecting relevant project and user context into the model.

Senior Software Engineer

Hired Assessments

📅 06/2020 - 07/2024 📍 New York

Hired Assessments is a hiring-adjacent platform for evaluating candidates through custom assessments and real-time coding questions across numerous languages.

- Built and maintained backend business logic in Django and Postgres, powering React, Vue, and vanilla JS clients via GraphQL and REST APIs.
- Maintained and extended the real-time code evaluation service (Flask and Docker), including GraphQL integration with the core Django platform.
- Developed and maintained multi-language support for real-time evaluation (JavaScript, Python, Ruby, Java, Clojure, Swift, C++, Rust, Bash, etc.).
- Designed, built, and deployed a full replacement for Docker-based evaluation runners using AWS Lambda, improving reliability and reducing operational overhead.
- Owned CI/CD pipelines (GitHub and TravisCI) and managed production AWS infrastructure (ElasticBeanstalk, RDS, Lambda).

Lead Internationalization Engineer

WeWork

📅 03/2018 - 02/2020 📍 New York

WeWork is a global coworking space that utilizes technology to empower teams and businesses to grow together.

- Developed and managed the internationalization infrastructure for a diverse ecosystem of applications across web and mobile, for both internal clients and external end-users.
- Worked closely with localization team and engineering stakeholders to build and manage tools for easy and automated integration with the internationalization process and the localization workflow.
- Worked with third-party vendors to integrate and support tools to supplement on-site localization.
- Designed, built, and deployed an in-house internationalization management system to integrate with platform-agnostic client apps and automate the internationalization process and localization workflow.

SUMMARY

Full stack software engineer with over a decade of experience building reliable, scalable, and elegant systems across the stack. Strong track record of owning projects end-to-end—from design to deployment—while delivering thoughtful, maintainable solutions in fast-moving environments.

LANGUAGES

English
Native
⬤⬤⬤⬤⬤

Spanish
Advanced
⬤⬤⬤⬤◯

SKILLS

Python Javascript AWS React

Django Docker Postgres APIs

GraphQL Github Lambda

AWS Lambda Terraform Ruby

Agile iOS Android

Elasticsearch / OpenSearch LLMs

Prompt Engineering

EDUCATION

Bachelor of Arts - Political Science

Central Michigan University

📅 2006 - 2010 📍 Mount Pleasant, MI

- International Relations Focus

EXPERIENCE

Full Stack Software Engineer

Voxy

📅 09/2015 - 02/2018 📍 New York

Voxy is a world class English language learning app, driven by real, research-based pedagogy.

- Contributed to multi-tenant, configurable English language learning app deployed in the AWS ecosystem, serving 50k+ active monthly users in both B2B and B2C contexts.
- Architected, developed, deployed, and maintained all components of the app, including AWS infrastructure, Python/Django backend and API, Postgres, Mongo, and Redshift stores, data pipeline for reporting and analytics, learner-user clients on web (Vue.js, legacy Backbone) and native iOS and Android, and admin-user clients on web.
- Collaborated with product team to plan and timeline feature development, and to deliver those features using agile and TDD methodologies in iterative sprints.

Full Stack Developer

Fluent City

📅 10/2013 - 09/2015 📍 Brooklyn, New York

Fluent City is a cultural organization offering fun, social language classes across ten languages in New York, Washington, D.C., Philadelphia and Boston.

- Collaborated with external design team on design and wire-framing.
- Organized and implemented development sprints, tracking against larger project timelines.
- Prototyped new products for a/b testing and iterated on them.
- Continuously planned, developed, and maintained Fluent City's customer-facing website.
- Developed and maintained integration between internal database of record and Salesforce for customer/lead information.
- Actively contributed to all aspects of Fluent City, including driving process, business goals, and organizational development.

Spanish Teacher

Fluent City

📅 03/2011 - 01/2015 📍 New York

- Instructed adults in beginning and intermediate level Spanish.
- Collaborated with Academic Director to plan curriculum.
- Generated class textbook and supplementary in-class materials.

Technology Lead

Protocol

📅 08/2011 - 10/2013 📍 New York

Protocol is an NYC-based consumer products company.

- Responsible for all company tech, including marketing website, magento-based sales site, and interactive, custom project sites.

Instructor

iD Tech Camps

📅 06/2011 - 08/2011 📍 New York

iD Tech Camps are instructional day-camps providing students with experience in various technical fields.

- Instructed students on the basics of C++, Python, and JavaScript.