Michael "Mike" Rice

Victoria, BC - mikerice.github.io - mike.hj.rice@gmail.com

About Me

I'm a passionate technologist that has led multi-disciplined teams with a high standard of quality, through test-driven development, agile methodologies, code reviews and ensuring that teams are closely aligned with delivery partners. I've worked, directly or through clients, for large enterprises, startups, and nonprofits in various domains. I'm on a constant path of learning and exploring new skills and technologies.

Experience

March 2022 - Feb 2025

Senior Software Engineer
Workday - UI Platform
- Lead engineer of a production-grade **Rust** CLI, mocking engine, and **Docker** orchestrator that powered 10,000+ daily automated tests, implemented comprehensive observability through **Elasticsearch**, **Grafana**, and **Datadog** integrations, and established a developer support system including support rotation schedules and weekly office hours.
- Responsible for tooling for large-scale **TypeScript**/**React** and **Java**/**GWT** monorepos, creating and optimizing local development environments and CI/CD pipelines that improved the developer experience, build time, reliability, and testing efficiency across the full development lifecycle for hundreds of contributors.
- Led end-to-end testing infrastructure migration from disparate frameworks (**Cypress**, **WebdriverIo, Selenium**) to a unified **Playwright** implementation across multiple monorepos, delivering a 5x performance and runtime improvement in CI execution times and improved our overall test-plane by enabling multi-device and multi-browser testing.
- Acted as point engineer during an organization-wide migration from legacy **Bamboo** pipelines to **Github Actions**, primarily responsible for migrating our integration test steps and supporting devops and development teams post-migration.
- Mentored junior engineers by engaging them in technical design sessions, architecture reviews, and complex problem-solving scenarios to accelerate their professional development and prepare them for senior roles.

2019 - 2022

Venture Technology Lead / Engineering Manager
RBC Ventures (now RBCx)
- Engineering manager for a team of junior and senior full-stack mobile engineers to support a **React Native/React** web and mobile consumer application, **WordPress**-powered marketing sites, and its user base of 500K+ users.
- Spearheaded the technical architecture and ongoing maintenance of complex integrations with 5+ external APIs spanning vendor systems and provincial/federal government platforms for car recalls using **Express/Node** microservices, while serving as

the primary technical liaison.

- Architected and executed migration of a complex microservice ecosystem to **AWS (EC2, DynamoDB, Lambda, S3)** using **Terraform** while implementing **CircleCI**-based CI/CD pipeline—transforming release cycles from weekly to continuous delivery, accelerating development velocity by 90%, and reducing time-to-production from weeks to hours while maintaining bank compliance requirements.
- Led the release of a proof-of-concept peer-to-peer payments app using **React** and **Python** that allowed users to purchase second hand goods with a credit card, while processing roughly CAD $20k in payments during a two week pilot.
- Implemented agile workflows and rapidly increased code quality with the implementation of standards around unit and integration testing, code reviews, and better alignment with the product and business teams.
- Built strong partnerships with internal bank legal, security and risk governance teams, in regards to overall security posture (threat management, PII, yearly security audits), reducing strain for developers on my teams.

2017 - 2019

Lead Web Application Developer
RBC - Global Technology Infrastructure

- Led development of an internal tool using **PHP** and **Microsoft IIS** to manage global software deployments to 100k+ assets, integrated with **MSSQL** Server for data storage and **Redis** for caching performance.
- Lead a cross-functional team to build a Windows 10 migration management system in a highly regulated environment—accelerating from initial development to full deployment within 6 months, earning recognition as a top-performing program for the fiscal year.
- Integrated with multiple enterprise systems including **Microsoft System Center Configuration Manager** and **Active Directory** through **LDAP** protocols, creating a unified management console for global IT operations.

2012 - 2017

Lead Web Developer
TalentEgg.ca ([acq. 2015](#))

- Architected and executed migration from monolithic infrastructure to a distributed microservice architecture—implementing high-availability **MySQL** database clusters with primary/replica replication, **nginx/HAProxy** load balancing, and **Redis** caching—achieving 99.9% uptime while supporting 10x traffic growth for applications serving millions of users.
- Migrated legacy **PHP** codebase to **Laravel**, with a zero-downtime migration.
- Developed and maintained RESTful APIs while integrating multiple third-party services (**Stripe**, **Sendgrid**, **Rackspace CDN**) to enhance platform functionality and user experience.
- Engineered a scalable web scraping solution using **Python**/**Scrapy** that supported 50+ custom spiders for approved data acquisition, automating mission-critical workflows and reducing manual processing time by 80%.
- Established modern practices including automated deployment pipelines, continuous integration testing, and structured code review processes that reduced deployment errors and vastly increased developer velocity.