

NATHANIEL MAY

Engineering Manager
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EXPERIENCE

Ditto

Engineering Manager Aug 2024 – Present

- Managed up to 16 direct reports and one manager in a fully remote environment.
- Led four distinct teams that owned the domains of the cross-platform Rust-based core library, the query engine, 12 SDKs, CI/CD, dev ops, and QA.
- Built a new hiring pipeline from the ground up in less than 60 days. Increased Interview throughput by 10x and reduced time to hire by half across all engineer and manager positions.
- Trained engineers to be effective interviewers, built redundancy with shadowing schedules, and personally delivered over 50 interviews in under a year.
- Oversaw the successful, on-time delivery of two new SDKs: Flutter and Kotlin Multiplatform by quickly involving contractors to accelerate and win four new deals with fortune 100 companies.
- Founded a new department-wide mentorship program and provided training for mentors.
- Oversaw the integration of agentic development practices with Cursor, Claude, and Copilot AIs.

dbt Labs

Engineering Manager May 2022 – Feb 2024

- Shipped and owned 11 distinct python packages with four direct reports while actively managing OSS community requests and contributions.
- Expanded the dbt ecosystem by working with partners such as Snowflake, Databricks, Google, and Microsoft with input from product, developer experience, OSS users, and enterprise customers.
- Led incident response to minimize negative impact to dbt Cloud customers and improve product resiliency by prioritizing and owning follow through actions.
- Accelerated the engineering hiring pipeline by conducting nearly 100 interviews evaluating technical and EM skills, and created a new systems architecture interview for staff engineers.
- Fostered development across teams with monthly lightning talks, assisting organizers of the mentorship program, forming long-term coaching relationships, and delivering trainings on coaching.

Senior Software Engineer

Feb 2021 – May 2022

- Improved performance of dbt Core with a new static parser powered by tree-sitter and Rust which reduced file parse times by a factor of 1000 from 300ms to 300 μ s enabling customers to scale their projects with thousands more models without additional overhead.
- Moved dbt towards enterprise readiness by leading a team of engineers to build a new subsystem for structured logging allowing programmatic access to internal state both by internal cloud teams and external developers—a key feature for the 1.0 stable release.

Fauna

Engineering Manager

Jan 2020 – Dec 2020

- Led the Queries and Drivers team with four direct reports who maintained open source drivers in JavaScript, Python, Java, Scala, Go, and C#; a GraphQL extension; and core database modules including the query language, authentication, authorization, and indexing.
- Increased predictability and efficiency of the engineering department by pioneering live team tracking dashboards in Jira, introducing async team stand-ups, conducting an engineering-wide consolidation of synchronous meetings, standardizing code review practices, and starting release-based retrospectives across all four engineering teams.
- Minimized negative impact to FaunaDB customers by leading incident response and follow through.

Senior Software Engineer

Jan 2019 – Jan 2020

- Matured the Fauna Query Language by adding new functions and runtime semantics in Scala.
- Reduced the maintenance burden for client developers by designing a new query versioning system to guard against semantic changes in new cloud database versions.
- Increased product resiliency by improving distributed systems tests in Scala for the core database.
- Increased client developer productivity by reducing index build times from minutes to seconds and making sweeping changes to error readability.

iRobot

Senior Software Engineer

Sep 2018 – Jan 2019

- Sped up development time and reduced operating costs for creating new serverless microservices and data pipelines by developing a general purpose Scala library to replace Python infrastructure.

MongoDB

Consulting Engineer

Aug 2015 – Mar 2018

- Grew relationships between MongoDB and their customers with weekly travel to more than 50 companies to unblock developers, firefight production incidents, plan engineering roadmaps, teach courses, and advise technical leads on best practices for data resiliency, optimization, and scalability.

Red Hat

Consulting Engineer

Sep 2013 – Aug 2015

SKILLS

- Hiring Pipelines
- Project Management
- Technical Documentation
- Databases
- Coaching
- Data Analytics
- Customer Empathy
- Distributed Systems

LANGUAGES

- Rust
- Haskell
- Scala
- PureScript
- Python
- TypeScript
- Javascript
- Java

EDUCATION

University of Massachusetts Amherst

2013

B.S. Computer Science, Mathematics | Artificial Intelligence Research