

## DIGITAL HARBOR — Team Lead & AI Developer

Sep 2020 – Mar 2025

Nick was a team leader, and initiative driver. He built or rebuilt much of the base systems. Nick launched an AI agent platform powering 100+ services, built a multi-tenant page builder, and designed natural-language WYSIWYG systems bridging intent to UI. He stabilized non-functional products through simplification and refactoring, collaborated extensively with product management, and was selected for a company-wide leadership retreat.

- Reduced time to production by 80% by standardizing cross-team component usage
- Proactively launched an AI agent to API management and testing platform
- Used it to launch 100+ AI services spanning chat, content generation, design, development, and automation
- Built natural-language WYSIWYG chat interfaces that built and rendered UI using LLM and command schema
- Launched image API integrating google, unsplash, vecteezy, pexels noun, giphy, shutterstock with advanced filtering
- Designed RAG pipelines (chunking, indexing, retrieval) to support structured and unstructured data
- Attached an AI code reviewer to Gitlab that ran every check-in, using code diff and pushed the review to Teams
- Contributed monthly product and concept demos, presentations and workshops
- Built cross-team relationships and collaboration sessions including new hire onboarding

## CISCO SYSTEMS — Senior Engineer

Dec 2012 – Mar 2020

At Cisco, I led local and offshore teams building enterprise alerting and ticketing platforms. I delivered high-volume ingestion and search with Elasticsearch and Neo4j, defined durable APIs, and shipped Angular components adopted company-wide while bridging engineering, product, and stakeholders.

- Acted as primary interface between engineering, product, design, and stakeholders
- Implemented search pipelines using Elasticsearch and neo4j on TypeScript/Node
- Published and maintained API specifications for reporting and legacy teams to egress data in
- Conducted interviews and drafted screening process for team hiring
- Ran efficient scrum meetings that encouraged developer communication
- Contributed to scalability and performance improvements for high-volume event ingestion
- Influenced roadmap decisions by surfacing technical constraints and system-level tradeoffs
- Presented platform capabilities and architecture demos
- Successfully launched enterprise product internally and later released publicly
- Team recognized globally for innovation

# NICK RIOS

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PRINCIPAL ENGINEER

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## MULTIVIEW — Corporate Developer

Mar 2009 – Jan 2012

- Embedded engineer working directly with executive, design, and sales teams outside of traditional IT workflows
- Built award-winning B2B websites and a custom online video platform for industry associations
- Served as the primary technical partner for the design team, translating creative direction into production systems
- Integrated advertising and analytics systems across hundreds of partner sites
- Designed systems from wire-frame to high-fidelity mock-ups before implementing
- Automated and integrated sales workflows and marketing scraping tools
- Frequently operated without formal requirements, translating business needs directly into working systems
- Became a company-wide technical resource, trusted to solve ambiguous or high-impact problems

## NEXSTAR BROADCASTING — SWE

Jun 2005 – Mar 2009

- Key contributor on team that migrated 60+ television station websites to a shared multi-tenant platform
- Built and supported mass data ingestion pipelines to migrate legacy content into a new CMS
- Played a major individual role in ad management systems, supporting monetization across partners
- Hands-on support contact at local data centers; racked and stacked Class-C chassis
- Successfully launched a unified CMS used by station partners nationwide
- Supported national-scale traffic reaching 1M+ daily users

## LEADERSHIP & PRACTICES

- Lead by example, often taking on the most complex or cross-cutting work
- Create open environment where blockers become shared responsibility
- Build consistent narrow processes from design to deployment
- Launch rapid proofs of concept and build long runways for complex challenges

## EXPERIMENTAL

- AutoImage: Bulk AI image with industrial queueing
- Flashcard Academy: Wild flashcard portal project
- Internet Date: Social Media portal, heavy jobs use
- AI Script Writer: Screenplay writing assistant