

Brandon Murphy

Engineering Manager | Growth & Product Engineering

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Engineering Manager with 7+ years leading high-performing teams in growth-focused environments. Proven track record scaling organizations 3.5x, driving user acquisition through data-driven experimentation, and delivering measurable impact: 1.5M+ new user connections, 34% response rate improvements, and 4x performance gains through iterative development and A/B testing.

Leadership Skills

Engineering Management, Product-Led Growth, A/B Testing & Experimentation, Cross-functional Leadership, Data-Driven Decision Making, Performance Management, Team Scaling, Observability & Monitoring, Iterative Delivery, Strategic Planning

Technical Skills

Languages: TypeScript/JavaScript, Java, Python, Ruby, Kotlin, PHP

Frameworks: React, Node.js, Spring Boot, Rails

Infrastructure: AWS, Docker, CI/CD, Microservices, GraphQL, REST

Specialties: Growth Engineering, LLM Integration, Experimentation Frameworks, Distributed Systems, Analytics, Messaging Infrastructure

Work Experience

Indeed | Engineering Manager

Seattle, WA | June 2022 - Present

Growth & Product Leadership

- Led effort to add OpenAI LLM to messaging products, partnering with ML infra and data science teams to define risk acceptance and technical direction, generating 1.5M+ additional messaging connections through data-driven experimentation.
- Led product discovery and MVP definition for 3-quarter messaging modernization initiative, establishing iterative delivery approach that successfully migrated 2/3 of legacy traffic while increasing response rates from 16% to 21.5% (34% improvement).
- Defined technical and product direction to unify pre and post apply conversations, creating streamlined acquisition funnel for jobseekers and employers serving 20M+ monthly active messaging users.
- Drove shift from waterfall to iterative delivery, establishing continuous delivery and experimentation practices that delivered value up to 4 months earlier than other teams.
- Developed messaging attachment strategy enabling MVP rollout within 1 week through rapid experimentation while iterating on long-term plan.

Cross-Functional Collaboration & Business Alignment

- Multiplied team output 3-4x through strategic cross-team resource coordination with Product, Data Science, and Engineering teams, successfully staffing and delivering messaging platform integration, email modernization, and critical infrastructure mandates across 6+ teams.
- Served as engineering POC for staffing and strategy across 5 concurrent high-visibility initiatives, partnering with Product Management, Marketing, and Analytics to consistently deliver on-time or ahead of schedule.
- Managed reporting including metrics, demos, and Q&As to VP and CTO level, effectively communicating technical challenges and growth strategy to non-technical stakeholders.
- Built cross org partnerships with Product and Data teams to re-envision messaging acquisition funnel using unified SOA and Federated pattern.

Reliability, Monitoring & Performance

- Defined and implemented on-call processes for messaging org including SLAs, alerting strategy, and triage, reducing MTTR by 25% and improving observability across customer acquisition funnel.
- Led team to complete rollout of migration of messaging related webpack federated modules resulting in a 4x drop in page load time, directly improving user acquisition conversion.
- Led 8-week critical incident affecting 24M users, coordinating cross-functional team with executive communication, achieving zero data loss, mitigating €20M+ fine exposure, and improving future response time 80% through enhanced monitoring.

Team Leadership & Scaling

- Aided in scaling messaging org from 2 to 7 teams through charter definitions, onboarding coordination, and mentoring managers in fast-paced startup-like environment.
- Led teams of up to 12 engineers and coordinated work for an additional 6 engineers, fostering culture of high performance, accountability, and continuous learning.
- Interviewed and hired 7 FTEs and 3 contractors, drove hiring process improvements that increased org-wide candidate success rate by 4x through better qualification criteria and technical assessment.
- Streamlined organizational communication through weekly demos, eliminating redundant meetings and enabling faster information sharing and decision-making across 7 teams.

Strategic & Technical Impact

- Strategically deferred legacy messaging service migration, saving 4 months of engineering work by identifying architectural dependencies, enabling decommissioning of 2 services in <1 week through efficient cross-functional resource deployment.
- Delivered GDPR/CCPA compliance across 3 critical messaging workflows, eliminating long-standing legal risks through cross-team collaboration with Glassdoor, Indeed Apply, and legal teams.

Redfin | Engineering Manager

Seattle, WA | July 2021 - June 2022

Growth & Performance Leadership

- Drove velocity improvements resulting in 300% increase in team daily deployments, completing multi-year project through iterative development, rapid experimentation, weekly customer demos, and strategic scope management.
- Led multiple teams to build acquisition integrations including analytics pipeline, OIDC auth service, and loan application flow for strategic acquisition. Delivered 3 weeks ahead of schedule through efficient cross-functional coordination.
- Drove strategic investments in AWS/Serverless architecture with focus on individual ownership of application lifecycle, enabling faster experimentation cycles.

Team Leadership in High-Growth Environment

- Led team of 7 Engineers through scaling phase, partnering with product managers to clarify requirements, drive data-driven decisions, and identify iterative release opportunities.
- Successfully managed performance improvement plans for multiple engineers through clear expectations and targeted development.
- Navigated a reorg for my team with a 100% retention rate in contrast to 20% for other teams through transparent communication and team-first culture.

NextStep | Senior Software Engineer (Team Lead)

Seattle, WA | March 2020 - July 2021

Technical Leadership & Delivery

- Built business-critical consumer products with focus on MVP delivery and rapid iteration. Led product/issue triage, drove engineering practices, and consistently delivered 15+ initiatives on schedule. (Ruby, Rails, Javascript, React, Postgres, AWS)
- Implemented engineering design process across 5-engineer team, increasing knowledge sharing and reducing non-value-add work, enabling faster experimentation cycles.
- Achieved 65% CI Pipeline speed increase (11.5 min → <4 min), accelerating deployment velocity and feedback loops.

Process & Culture

- Implemented continuous feedback process within the engineering organization to establish performance baselines and build accountability.
- Advocated for small batch sizes and MTTR minimization to reduce lead times and change failure rates, supporting rapid experimentation.
- Provided mentorship through regular 1-1s and partnered with leadership to maintain effective team dynamics in fast-paced startup environment.

RealSelf | Senior Software Engineer (Tech Lead)

Seattle, WA | October 2017 - March 2020

Cross-Functional Leadership & Delivery

- Developed work proposals, impact analysis, and distributed tasking. Managed C-level stakeholder updates and negotiated MVP scope to meet contractual deadlines in high-pressure startup environment.
- Identified email development bottleneck and led team to build asynchronous email infrastructure with MJML framework. Defined deployment strategies, developed cross-org collaboration tools, and reduced time to delivery by ~25%. (DevOps, Php, Ruby)
- Reduced front-end web errors by 90% and improved error identification/recovery time through better monitoring and observability. (Javascript)

Technical Excellence & Efficiency

- Automated local development environment setup: 1 day → 1 hour, significantly improving engineering productivity. (Bash)
- Led deep investigations of customer-impacting defects resulting in patches, improved logging, documentation, and knowledge sharing across teams. (DevOps, Php, Ruby, Docker, Javascript, AWS)

Earlier Career Highlights

Torch Technologies | Senior Software Engineer (March 2017 - October 2017)

- Led multi-product integration to automate warhead lethality characterization, reducing analysis time from 3+ days to ~5 minutes through batch job capability and automation. (Java)

SAIC | Software Engineer (January 2016 - March 2017)

- Built military tactical radio front-end, led A/B testing to define compliant interface reducing warfighter cognitive load on COEV3. (Java, JavaFX)

Boeing | Software Engineer (May 2011 - January 2016)

- Developed SLS rocket sensor simulation models and visualization tools, resulting in additional NASA contract award. (C#, C++)
- Patent Awarded: 9660908 Methods and Apparatus for Processing Data Packets (Python)

Education

Bachelor's of Computer Science

Patents

9660908 - Methods and Apparatus for Processing Data Packets (2014)