Xing Zhou

Software Engineer Leader
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Professional Summary

Empathetic engineering leader with over a decade in cultivating high-performing, joyful software teams. Focused on personalized coaching engineers to develop technical excellence and interpersonal skills. Experienced in aligning teams with organizational goals, providing predictable outcomes, and delivering with a prioritized, feedback-driven, iterative process.

Work Experience

12/2020 — Present

Senior Software Engineer Manager, Staff Software Engineer | Ford Credit
Lead teams in modernizing web and backend services in the loan originations process and account servicing process, including high-volume services handling over 1M requests per day.

- Introduced and evangelized agile/lean/DevOps concepts such as cycle time and SLIs/SLOs/SLAs to improve team predictability and reduce operational toil.
- Coordinated with product owners, architects, and senior leadership to prioritize work and guide product direction.
- Matched team members to high-impact roles aligned with their strengths and learning interests.
- Acted as internal consultant and technical coach across org-wide teams on Behavior-Driven Design, Event Sourcing, Hexagonal Architecture techniques.
- Created a reusable Java library for Event Sourcing, boosting adoption and standardization.
- Boosted team productivity by instilling XP practices like TDD, refactoring, CI/CD.

07/2018 — 12/2020

Associate Director of Engineering, Software Engineer Manager | Integral
Represented the engineering discipline on the company's leadership team while supporting client project deliveries.

- Defined Integral's engineering leadership structure and performance matrix, including engineer growth track and skills matrix.
- Lead the adoption of engineer management practices that enhance engagement and retention, including a transparent hiring process, onboarding training, "stay interviews," and engagement assessments.
- Lead XP and agile workshops internally and to clients.

| 03/2017 —
06/2018 | **Software Engineer** \| Pivotal Labs
Delivered greenfield projects for clients using XP principles and practices. |
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- Lead technical workshops on foundational technical practices such as TDD, Dependency Inversion Principle, Hexagonal Architecture, and refactoring.

- Coached client engineers in XP practices, such as TDD, CI/CD, and refactoring.

| 06/2015 —
10/2016 | **Software Development Engineer** \| Amazon
Kindle for iOS |
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- Mentored software engineer intern in agile project planning, SOLID software design, and TDD.

Skills

Leadership	Servant Leadership, Non-Violent Communication
Process	Extreme Programming, Agile Development, Lean Development, CI/CD
Software Design	TDD, DDD, BDD, Event Sourcing, Hexagonal Architecture
Technology	Java, Spring Boot, React, Ruby on Rails

Education

| **Carnegie Mellon University** | Bachelor of Science in Computer Science \| 2015 |