

## Work Sample, Engineering Team Leadership and Delivery

Context: I build and lead engineering teams that deliver on time, stay secure, and manage costs effectively.

Team: 12 to 30 engineers across platform, app, and data. Mix of FTE and contractors. Close partnership with product, design, ops, and finance.

Challenge: Launch new products while improving reliability and reducing cycle time.

What I did:

- Set a simple weekly and monthly cadence with clear owners and dates.
- Wrote a short Definition of Done. Added small PRs, checklists, and basic tests.
- Tightened releases with CI, CD, and pre-deploy checks.
- Set SLOs, cleaned up alerts, and ran short incident reviews.
- Hired to a skills matrix. Gave direct coaching and clear growth paths.

Results:

- Cycle time down about 30 percent.
- Higher first-pass deploy success.
- MTTR down with better alerts and ownership.
- Predictable two-week release train.
- Cloud spends held with tags, budgets, and right-sizing.

KPI set: Lead time, deploy frequency, change failure rate, escaped defects, SLO hit rate, MTTR, and cost by product area.

Approach: Make the work small. Make status visible. Coach every week. Treat reliability and security as part of “done.”