

# PATRICK BEESON

## ABOUT

Engineering Manager with a proven track record of scaling high-growth platforms and driving engineering excellence through data-backed performance goals. Expert in optimizing delivery velocity and building resilient, high-success-rate systems using globally distributed teams.

## SPECIALTIES

- » Strategic Engineering Leadership & KPI Tracking
- » Agile Transformation & High-Velocity Delivery
- » Global Team Management & Talent Development
- » Operational Cost Optimization & Vendor Strategy
- » Systems Resilience & Technical Re-architecture

## TECH STACK

JavaScript • React.JS • TypeScript • Redux • Java  
• Python • Django • HTML • CSS • PostgreSQL •  
MongoDB • Docker • AWS • Jira • Claude Code •  
Github Copilot • GraphQL • Snowflake

## MORE

**LinkedIn** » [linkedin.com/in/patrickbeeson](https://www.linkedin.com/in/patrickbeeson)

**GitHub** » [github.com/patrickbeeson](https://github.com/patrickbeeson)



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## WORK EXPERIENCE

### ENGINEERING MANAGER » ENGINEERING MANAGER L2

*Apploi, June 2023 to present*

- » Directed a globally distributed engineering team to architect a mission-critical onboarding and credentialing service facilitating \$7M in ARR for the healthcare industry
- » Surpassed delivery targets with 700+ releases in 2025—averaging 13+ per week—while maintaining a 4.5% Change Failure Rate (CFR)
- » Drove a 10% YOY increase in development velocity and a 135% average sprint completion rate by establishing rigorous performance goals for a globally distributed team
- » Slashed document management costs by 50% and executed a seamless migration of 500K+ documents via a strategic integration with vendor PandaDoc
- » Re-engineered the core credentialing check feature to address technical deficiencies, resulting in a more than 80% improvement in success rates and reduced customer churn
- » Spearheaded universal team adoption of AI tools including GitHub Copilot and Claude Code, integrating these into internal systems for AI-accelerated coding

### ENGINEERING MANAGER

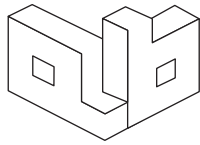
*CrowdStreet, April 2022 to June 2023*

- » Promoted to manage a multi-team organization, overseeing five direct reports across two distinct pods focused on core financial services including money movement and investor reporting
- » Accelerated organizational growth by conducting 25+ interviews to double the engineering team headcount while slashing the hiring feedback loop by 50% through process redesign
- » Directed the launch of a multi-round funding feature that unlocked a potential 10% increase in IRR for investors
- » Developed a career growth plan for an associate engineer, facilitating their transition from front-end to full-stack development and securing their subsequent promotion

### SENIOR ENGINEER » TEAM LEAD

*CrowdStreet, March 2015 to April 2022*

- » Engineered and scaled a proof-of-concept into a market-leading investment platform as a founding engineer that facilitated \$4 billion in investments and 700+ deals, driving \$500 million in total revenue
- » Built and oversaw critical integrations for e-signing, accreditation, and KYC/AML compliance, which significantly reduced investor friction and increased sponsor trust
- » Directed a team to automate the investment lifecycle, resulting in a 70% reduction in manual workload for internal operations staff
- » Led the transformation of a legacy Python/Django monolithic application into a modern React.js and Java microservices architecture, achieving a 5x improvement in system performance



# PATRICK BEESON

## CONTINUING EDUCATION

**THE STARTUP ENGINEERING MANAGER**, Hacking Engineering Management

**PYTHON PROGRAMMING**, O'Reilly School of Technology

**PROJECT LEADERSHIP**, Griffin Tate Group

**PROJECT MANAGEMENT CERTIFICATE**, University of Tennessee

## AWARDS & RECOGNITION

**QUARTERLY VALUES AWARD FOR "RESPECT"**, CrowdStreet, 2021

**OUTSTANDING DEVELOPER OF THE YEAR**, CrowdStreet, 2016

**SMALL AGENCY OF THE YEAR**, Advertising Age/The Variable, 2015

**GENERAL EXCELLENCE IN ONLINE JOURNALISM (MEDIUM NEWSROOM)**, Online News Association/The Roanoke Times, 2006

## DIRECTOR OF DIGITAL STRATEGY

*The Variable, January 2014–March 2015*

- » Orchestrated the web strategy and implemented front-end development for a comprehensive regional rebranding of Lowes Foods, aligning digital architecture with new brand identity
- » Engineered a custom application for Lowes Home Improvement to conduct rapid hypothesis testing on DIY consumer behavior, directly informing national retail strategy
- » Served as the primary technical consultant for national clothing retailer Soffe, establishing modern standards for web development, design, and user experience
- » Devised and deployed an internal business intelligence toolset and a scalable web application environment to streamline agency-wide data analysis

## DIRECTOR OF DIGITAL COMMUNICATIONS

*Wake Forest University, December 2011–January 2014*

- » Directed a team of five developers to engineer and maintain the global web presence for a top-tier university, overseeing strategic hires to expand internal capabilities
- » Spearheaded the launch of a flagship capital campaign platform, integrating complex data workflows with BlackBaud to successfully achieve a \$1 billion+ funding target
- » Cultivated technical talent by coaching part-time staff into full-time engineering roles, demonstrating a commitment to long-term career growth and internal promotion
- » Managed the comprehensive upgrade of the university's on-premise server environment and the enterprise-wide rollout of a centralized WordPress CMS

## WEBMASTER

*Virginia Tech Carilion Research Institute, December 2010–December 2011*

- » Engineered a high-performance CMS using Python/Django to support the institute and its research labs that outpaced the existing application in both feature deployment and performance

## PROJECT MANAGER » CONTENT MANAGER

*Scripps Interactive Newspaper Group, February 2007–December 2010*

- » Directed the inaugural national enterprise deployment of a Django-based CMS, successfully migrating and powering 14 major newspaper websites
- » Represented the organization within Yahoo! and Amazon consortiums to negotiate and execute content-distribution strategies that measurably increased web traffic and ad revenue
- » Served as the bridge between product management and engineering to triage and resolve complex support tickets, ensuring platform stability and feature parity

## ONLINE PRODUCTION EDITOR » WEB APPLICATION DEVELOPER

*The Roanoke Times and roanoke.com, May 2005–February 2007*

- » Directed the front-end architecture for the comprehensive redesign of roanoke.com, implementing a system for dynamic updates and responsive layouts across varying screen sizes
- » Engineered front-end solutions optimized for web accessibility and search engine visibility, directly contributing to increased user engagement and advertising revenue

## EDUCATION

### UNIVERSITY OF ALABAMA

*Master of Arts, Journalism, 2003–2005*

### APPALACHIAN STATE UNIVERSITY

*Bachelor of Science, Public Relations, 1999–2002*



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