

Dear Hiring Team,

I am a Software Engineer and Program Manager with practical industry experience, extensive personal project experience, classroom experience, and a well-proven track record of success and results delivery. In addition to this, I have extensive project management experience and a strong ability to work cross-functionally, solve complex problems, and drive stellar results from inception to delivery. I am a team player with a proven talent for delivering quality products and have a solid business acumen with a strong eagerness to grow, learn from mistakes, and adapt. As a former educator, I possess strong presentational and written communication skills, especially with technical subjects. I value customer/stakeholder obsession and believe in the value of diversity and equity in the workplace. Above all, I value taking pride in my work, and, of course, having some fun along the way.

First and foremost, I am an autodidact and a maker with a fiery passion for technology. From a young age, I possessed an innate curiosity towards tech, and over time, that curiosity has grown to become a defining aspect of my personality. You can always find me at my desk late at night drafting up new project ideas or working on current endeavors. One of my favorite projects is Clark, a 60-pound fully autonomous robot I designed from the ground up.

Clark is one of the most challenging projects I've ever dreamt up. I've had to do everything from CAD to circuit design to computer vision and sensor fusion—this project has stretched my technical skills in every sense of the word. It's through this that I learned the value of failure. I've failed so many times. From the small stuff like realizing I bought the wrong screws to the big things like discovering I messed up some calculations and accidentally designed a 60-pound robot to go 25 miles per hour, I've failed so much I began to doubt my ability to get Clark moving. It's from being neck-deep in the muck and the mire that I learned the value of having a sense of grit in the face of an endlessly ambiguous problem. I haven't finished Clark yet, but I can't wait to see where else I screw up along the way and what new technical and personal lessons I can learn from that terrifying ankle-biter.

I'm always on the hunt for the next big project that'll give me a chance to stretch my skills and grow as a software engineer. In addition to Clark, I designed my own website using HTML, CSS, JS and Bootstrap to act as a portfolio for recruiters to look at. It can be found at <https://renderos.tech>. More about my many personal projects can be found there. (Pictures too!)

I'm currently working as the Assistant General Manager of Broadcast and Chief Operator at my local radio station, 88.5 KURE Ames Alternative. At a small, non-profit radio station, splitting hairs is the name of the game. It's here that I learned how important it is to be scrappy and take unconventional approaches to find ways to make ends meet when it's not always clear how. In this role, I excelled at taking an abstract problem and finding the best solution for everyone.

One aspect of KURE that's always been difficult has been engaging staff members and training them amidst an incredibly high turnover rate. We get a completely new board of directors every three years on average, and our insufficient documentation was causing a lot of critical position responsibilities to fall through the cracks. In addition to this, we struggle with maintaining a dedicated and engaged audience. In the face of this monumental problem, I gathered and coordinated key stakeholders in the radio station and created a comprehensive 5-year plan uniquely designed to aggressively tackle some of the station's most significant problems and present a formalized plan to revitalize the station in every aspect possible. Within the first year of deploying this plan, we expanded daily listenership by 350%, and cultivated a highly engaged staff and audience, in addition to greatly expanding documentation throughout every role at the station. In the face of these insurmountable problems, I excel, and I anticipate this innate skill to become a vital asset for this company and the issues it currently may be facing.

As a Software Engineering Intern at Slack Technologies, Inc., I spearheaded the development of Slack's new mobile video calling feature on Android devices. I worked closely with one other developer to bring the new feature from the concept stage to full market release, specifically focusing on delivering a user experience like none other in the video calling

world. I acted as a Product Owner in this role, translating key business needs into features while also making critical design decisions for the product, and above all, ensuring top-notch quality and security. Within my team at Slack, we valued above all else customer/stakeholder obsession. We develop for these key parties before anything else, and their experience will always be at the forefront of any design, engineering, or other related decision.

At Slack, I struggled with a manager who wasn't particularly supportive of my needs or receptive to my feedback. While navigating these unfortunate circumstances, I realized how integral it is that I create strong relationships with my peers and maintain a wide support network. Without that support network internally at Slack, and externally through other organizations, I doubt I would have been able to maximize my contributions to the mobile video feature as I did this past summer. Through this adversity, I realized the importance of the human aspect of the workplace—at the end of the day, writing code is just half the battle. At the end of my internship, I realized how much I genuinely enjoy the human aspect of engineering and how valuable this set of skills are in the workplace.

It's through this adversity that I learned the value of diversity and humanity. Being a person of a diverse background has been incredibly eye-opening in the face of so many oppressive systems built against people like me. I've learned so much about this through my role as a Code2040 Fellow, in which I engaged in racial equity and advocacy work specifically designed to tear down those barriers.

As a Software Engineering Intern at Collins Aerospace, I learned the values of quality and reliability. Being tasked with writing mission-critical code that people's lives depend on is a tall order. It requires a degree of care and precision not always found in software development. Shipping good, clean code isn't just the norm; it's critical. I've learned to apply this to every aspect of my life, not only the code I ship to production—I'm continuously learning and improving in pursuit of the greatest technical quality and degree of emotional intelligence that I can achieve.

As the Makerspace Technologist at the Ela Area Public Library, I had the incredibly unique and important role of developing EAPL's recently constructed makerspace. In this role, I had the opportunity to develop and teach a variety of different classes for a wide range of audiences. I primarily developed classes for grades 3-8 and teens, focusing on STEAM concepts. During my time in this role, I doubled our offerings of technical programs and increased technical program attendance by 240%. I also spent a lot of my time developing documentation, creating reports, and curating statistics to foster the long-term growth of the makerspace. In this role, sought to ensure the longevity of the makerspace and delivered exceptional results that directly translated into a positive community impact. EAPL was consistently praised for its technical and maker program offerings by patrons and local libraries partnered through our consortium and was thus awarded the 4-Star Award in Library Journal's list of America's Star Libraries for 2017.

I am confident that my skills and expertise will grow into a valuable asset for your company. I look forward to speaking with you soon in further detail about the open role and how I can translate my experiences and skills into a stellar hire. Let's work together. I can be reached via email at renderosalexis17@gmail.com, or via phone at 847-873-3420.

Thank you for your consideration,

-Alexis Renderos