

# RICK DARLINGTON

Director of Engineering @ ThinkTank

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## EXPERIENCE

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### Director of Engineering

#### ThinkTank Collaboration Software

📅 Aug 2015 - ongoing 📍 Denver, CO

For the past year and a half I've been focused on scaling ThinkTank's development organization. I've been improving development processes, doing an insane amount of hiring, and building a team and culture any company would be proud of. I work hard to balance technical leadership, mentorship, strategic planning, hiring and development- and still manage to get my hands dirty and contribute to each of my teams directly every day.

- Personally architected and implemented replacement legacy platform, collaborated heavily on next generation platform.
  - Moved ThinkTank's internal IT and customer environments to the cloud - saving over \$500k per year in operational costs.
  - Modernized tools and services, updated procurement and provisioning processes to streamline IT.
  - Built 4 development teams and a devops team and practice, doubling organization size twice in 6 months.
  - Centralized product and development resources in Denver, combined with new hiring created 10x velocity improvement.
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### Technology Advisor

#### To Market Ltd

📅 Nov 2015 - ongoing 📍 Denver, CO

- Created initial tech plan, designed software, sourced developer talent, managed developers through initial rollout.
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### Technical Lead & Development Manager

#### Homeadvisor

📅 Aug 2014 - Aug 2015 📍 Denver, CO

- Built 2 teams through hiring and contracting with external partners.
  - Improved technical hiring process, resulting in 50% reduction in interviews required to hire qualified candidates.
  - Designed and built Calendar synchronization and integration between Homeadvisor's internal systems, Google and iCloud.
  - Designed and built a cloud (AWS) environment to enable redundancy and failover for critical infrastructure and applications.
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### Technical Lead & Development Manager

#### GoDaddy

📅 July 2013 - June 2014 📍 Denver, CO

- Created Automated Migration system for 5 million user accounts, saving over 1000 hours of manual effort and over \$400,000.
  - Designed, built and delivered a new account setup application in 45 days, ensuring hosting platform re-launch success.
  - Built development team from scratch by recruiting team members from other internal teams.
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### Senior Software Developer

#### GoDaddy

📅 Oct 2011 - July 2013 📍 Denver, CO

- Built the Customer Experience Monitor - a realtime metrics collection and monitoring platform.
  - Achieved 20% increase in environment performance via detection and automated remediation of user performance issues.
  - Reduced overall hosting cost by 10% by increasing server capacity.
  - Improved average page load time by 25%
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# EXPERIENCE

## Senior Software Developer

Trustwave

Aug 2009 - Oct 2011 Denver, CO

Designed and developed compliance software for use by Payment Card Industry auditors in PCI level 1 audits.

## Software Developer

CNA Insurance

2000 - 2003 Chicago, IL

Developed new services and integrations to completely replace legacy policy systems.

## Web Developer

Indiana University

2000 - 2003 Bloomington, IN

Web Developer focused on fixing bugs and adding features to the Business Placement Office web site and backend systems.

# EDUCATION

## Computer Science

Indiana University

1998 - 2003 Bloomington, IN

## German

Indiana University

1998 - 2003 Bloomington, IN

# AWARDS

## GoDaddy Innovation Award

2012

Used big data analysis and process improvement techniques to identify recurring performance issues in multiple hosting environments. Built a realtime metrics collection and monitoring platform capable of automatically detecting and containing runaway user behavior before it impacts customers.

- 25% improvement to average page load time.
- 20% increase in environment performance.
- 10% reduction in overall hosting cost.

# CERTIFICATIONS

## Certified Scrummaster

ScrumAlliance

## Management Training Certificate

American Management Association