

# Rob Keim

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## EXPERIENCE

**BlaBlaCar** – Remote (France)

*Jun 2019 - Present*

Engineering Manager

- Managed a team of 4-9 engineers (1:1s, OKRs, performance reviews, career development)
- Optimized search results with A/B tests to maximize search to booking conversion
- Grew team from 4 to 9 engineers (hiring, onboarding)
- Average team NPS of 52 during my tenure

**Agoda** – Bangkok, Thailand

*Mar 2017 - Sept 2018*

Senior Software Engineer

- Full stack engineer with focus on UI/UX (React, TypeScript)
- Leverage A/B testing to increase funnel engagement and increase bookings on the home page
- Mentor team members' technical and communication skills
- Streamline team functionality by adopting unofficial scrum master role
- Reduce technical debt via cleaning up old, obsolete code and experiments

**Microsoft Engineering Center - Paris** – Paris, France

*June 2012 - Feb 2017*

Senior Software Engineer Lead

- Managed a team of 5 engineers (1:1s, OKRs, performance reviews, career development)
- Built a sync experience for media content across devices using C# and Azure storage
- Migrated the sync system to be geo-distributed to improve performance and availability
- Cut build/deployment cycle for the team in half through automation investments
- Worked following the DevOps model and maintained high availability for the service exceeding our three nines SLA

**Microsoft** – Redmond, WA, USA

*Aug 2010 - June 2012*

Software Development Engineer

- Implemented pre-fetch caching reduce Office 365 home page load time by 600ms

## EDUCATION

**University of Michigan** – Ann Arbor, MI, USA

*Graduated Apr 2010*

BSE Computer Science and BSE Computer Engineering

- Won three national championships with the men's rowing team

## LANGUAGES

**English** – mother tongue

**French** – C1 on the CEFRL scale

## PROJECTS

**Secret Santa program**

- Created program in C# to generate optimal secret Santa pairings avoiding matches based on familial relations and previous giving history (github.com/robkeim/coe)
- Used my family of 30 people for 6 years

**Technology Access Foundation** – Seattle, WA, USA

*Nov 2011 - June 2012*

- Volunteered to develop an introductory programming curriculum for 9th grade students
- Taught in the classroom and evaluated students through quizzes and labs in Scratch