

Rob Keim

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EXPERIENCE

Expensya – Remote (France) *Jan 2022 - Present*

VP of Engineering

- Managed 5 teams of engineers (1:1s, OKRs, performance reviews, career development)
- Managed the QA team

BlaBlaCar – Remote (France) *Jun 2019 - Dec 2021*

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 eNPS of 52 during my tenure

Agoda – Bangkok, Thailand *Mar 2017 - Sep 2018*

Senior Software Engineer

- Full stack engineer with a 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 the unofficial scrum master role
- Reduce technical debt via cleaning up old, obsolete code and experiments

Microsoft – Paris, France *Jun 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 - Jun 2012*

Software Development Engineer

- Implemented pre-fetch caching to 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

Spanish – B1 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 for my family of 30 people for 6 years

Technology Access Foundation – Seattle, WA, USA

Nov 2011 - Jun 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