Robert Wierzbowski

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Austin, Texas

Frontend focused engineer and tech leader in Austin, TX

I'm an engineer with 15+ years of experience in frontend technology and a decade in engineering leadership. I combine technical and organizational work to solve broad problems, creating happiness and efficiency in the teams I support. My colleagues appreciate my drive to fully understand and communicate a problem space, the way I handle complex initiatives comfortably and without ego, and my emphasis on simple, practical solutions.

I focus on frontend platform and product engineering but I'm interested in all high level work that creates a positive impact for teams and business partners around me.

Experience

Principal Frontend Engineer
Stitch Fix, 2017 - 2023

As the first senior frontend hire in Stitch Fix's customer-facing organization, I co-led the company's frontend modernization and maturation. As a principal on the self-directed Frontend Platform team, I defined, built and managed author-time, runtime, and CI code quality tools, design systems, testing platforms, and build pipelines — everything our product engineers needed to solve non-product problems. Alongside building new tools, I was a consistent right-sizing voice, helping teams and leadership identify what to avoid building in order to keep our application surface area efficient and maintainable.

Key accomplishments:

- Defined and directed a long running re-architecture of customer behavior analytics that brought data quality, interoperability, and time-per-feature to the level required for business success.

- Created centralized frontend infrastructure tools, allowing a single frontend platform team to manage infrastructure for all customer-facing teams.

- Authored and maintained complex, business critical UI components, with an emphasis on improved UX, animation performance, and reduced maintenance cost.

- Built an in-house SSR platform to serve marketing and acquisition pages. The platform focused on performance and A/B testing; we later extended it to support internationalization and a self-serve marketing CMS.

- Introduced code quality tools that drove best practices across the engineering org.

- Introduced RUM performance monitoring tools and KPIs which served as a core measurement of customer-facing team success.

- Built browser and design metric tools that transformed real user metrics into clear, data-driven constraints for engineers and designers to build to.

- Led the first frontend-focused team at Stitch fix. Provided company-wide mentorship to engineers as the organization matured.

- Championed responsible, risk-reduced delivery on all projects. A trusted collaborator with engineering peers and leadership in roadmapping, auditing, direction setting, and execution of business-critical, org-wide workstreams.

Areas of expertise:

- Defining and executing large scale, business critical roadmaps
- Creating peer relationships with cross-functional partners and leadership
- Frontend application architecture
- Frontend platform systems: shared tools and processes that support engineering organizations
- UI framework and design system architecture
- Leadership and execution of refactoring, modernization, and tech debt repayment
- Disseminating best practices in performance, accessibility, mobile web, usability, and internationalization
- Identifying overlooked areas of opportunity
- Detailed, blameless code and architecture review
- Documentation and technical writing
- Knowledge sharing through Presentations, demos, and mentorship

Technology proficiencies:

- JavaScript platform: ES Next, Node.js
- Web platform: HTML, CSS, Browser APIs
- React.js ecosystem, Next.js
- TypeScript
- Turborepo
- Continuous Integration: CircleCi, Github Actions, 3rd party integrations
- Build process: Babel, Webpack, Vite, PostCSS, SCSS, etc.
- Static analysis: ESLint, Prettier, StyleLint
- Frontend testing: Jest, RTL, Percy, browser drivers
- Ruby and Ruby on Rails

Tech Lead, Senior Engineer
Casper Sleep 2016 - 2017

At Casper I co-led teams and technical initiatives during a period of rapid product and market growth.

- ❖ Partnered in roadmapping and risk assessment at the company level.
- ❖ Co-led the creation and launch of Casper's design system.
- ❖ Co-led the company's move from Rails to React architecture. Led state management, internationalization, and style architecture.
- ❖ Core contributor in Casper's internationalization and launch in the UK, Germany, Switzerland, and Austria.
- ❖ Led iterative feature development driven by data from in-house A/B testing tools and Heap analytics.
- ❖ Helped shape and mature the frontend organization. Mentored engineers, encouraged pair programming and blameless critique, and drove adoption of modern tools and patterns.
- ❖ Drove a shift in company culture to encourage cross-functional pairing between designers and frontend engineers, reducing unnecessary deliverables and decreasing times to launch.
- ❖ Reduced risk and complexity in systems via aggressive tech debt repayment. Removed 10% of the Casper codebase without reducing active features.

Senior Software Engineer
Think Through Learning, 2013 - 2015

I brought frontend expertise to the Rails-centric engineering organization, helping them replace their unmaintainable legacy frontends with stable and maintainable SPAs and microapps.

- ❖ Developed and maintained a suite of apps written in Backbone, Marionette, and Angular, and the Rails application that backed them.
- ❖ Decomposed JavaScript apps from a Rails monolith.
- ❖ Defined style system and CSS architecture. Helped virtually eliminate the most common class of user facing bug by producing reliable, predictable style systems.
- ❖ Provided knowledge of modern frontend ecosystems and patterns to a previously Rails-centric team.

Web Consultant
2008 - 2013

Produced websites, CMSs, prototypes, and features for businesses including the United Way, National Geographic Magazine, and local businesses and nonprofits.

During this time I contributed to many leading-edge open source projects, including Modernizr, Yeoman, and Sass, PostCSS, Grunt.js, and gulp.js ecosystems. Until IE8 was sunsetted, my project pixrem was a core component of most build systems in the world. Locally, I organized the frontend meetup "Sassy PGH" and frequently spoke at web firms and regional meetups.