

NATE ROHWEDER

SOFTWARE ENGINEERING MANAGER

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SUMMARY

Engineering Manager with 9+ years in software development and 3+ years in leadership roles managing high-performing teams. Proven track record of driving platform modernization, improving developer experience, and delivering impactful products through cross-functional collaboration. Experienced in technical strategy, organizational change, hiring systems, and enabling engineering excellence through scalable architecture and process improvement.

TECHNICAL SKILLS

Leadership & People Management, Agile/Scrum, Roadmapping & OKRs, System Design & Architecture, Technical Strategy, CI/CD, Observability (Datadog, Sentry), Golang, JavaScript, TypeScript, React, Next.js, Node.js, GraphQL, Hasura, PHP, Symfony, C#, Docker, GitHub Actions, AWS, TDD/ADR Authoring, Documentation Strategy

PROFESSIONAL EXPERIENCE

Engineering Manager | Crisis Text Line

2021 - Present

Soft. Eng. 2 → Sr. Soft. Eng. → Tech Lead → Eng. Manager

- Led multiple cross-functional teams managing up to 8 engineers across levels SE2 to Staff.
- Delivered critical beta release for new platform using a strangler pattern migration; reduced bugs by 73% between alpha and beta.
- Championed adoption of Golang, GraphQL, Hasura, and other key technologies in major platform rewrite.
- Developed internal CLI tool adopted org-wide; 70% of engineers reported >50% time savings.
- Implemented modern CI/CD pipelines, improved observability via Datadog, APM, and dashboards.
- Created and scaled org-wide hiring hub, interview plans, panel templates, and onboarding workflows; contributed to 12+ hires.
- Coached and mentored 12+ engineers, supported career growth through structured feedback, reviews, and SMART goal setting.
- Led initiatives including incident response strategy, documentation structure migration to Confluence, and team productivity tooling.

Software Engineer | NoveList

2016 - 2021

QA Eng → Soft. Eng. 1 → Soft. Eng. 2

- Full-stack development across legacy and greenfield projects using C#, .NET, React, Backbone.
- Acting Scrum Master 2018–2020, driving sprint ceremonies and improving team throughput.
- Supported CI/CD automation and deployment workflows using Jenkins and Git.
- Created and maintained test cases, user flow validation, and deployment support documentation.
- Mentored junior engineers and helped implement team metrics to support velocity and delivery tracking.

EDUCATION, ETC.

Code the Dream Practicum Mentor (2024)

AWS Certified Cloud Practitioner (2020)

Certified Scrum Master (2018)

B.S. Anthropology, Appalachian State University – 2012