RUSSELL “RUSTY” GELDMACHER

ENGINEERING LEADER

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Skills

- DevOps & adminstration
- AWS & Cloud architecture
- Web architecture
- Automated testing
- Continuous integration
- Agile, Scrum, Kanban
- Ansible, Packer
- Ruby, Ruby on Rails
- PostgreSQL
- Redis, ElasticSearch, RabbitMQ
- HAProxy, Nginx, Unicorn
- Sensu, Fluentd, Grafana
- Docker
- Git
- SQL
- JavaScript, EmberJS, jQuery
- CSS, HTML

Career

Iora Health — Boston, MA

Stack: Ruby, Rails, EmberJS, Postgresql, Elasticsearch, Redis, RabbitMQ

Operations: AWS, Ansible, Docker, Packer, HAProxy, Sensu, Fluentd, Kibana, Grafana, InfluxDB

AWS: RDS, ElastiCache, Route53, ELB, GuardDuty, DMS, S3, Lambda, CloudFront

Director of Engineering, June 2018 to Present

- All engineering managers report up to me, so this role is basically the lead of the engineering management team. As such I'm responsible for the growth and development of all our engineers, as well as hiring, on-boarding and performance evaluation.
- In order to increase fairness and consistency in evaluation, I designed and launched Iora Engineering's official title ladder, role descriptions, and associated expectations.
- Overhauled engineering's interviewing process to increase objectivity, standardize on focus areas, and reduce bias. Additionally, documented and standardized the engineering on-boarding process to get people up to speed as quickly as possible.
- Initiated a process of lightweight, quarterly feedback for all engineers and managers. Created a formal goal-setting process between managers and their reports. Formalized the management team and helped orient new managers.

Senior Staff Engineer, June 2015 to June 2018

- Helped create, then lead Iora's platform team responsible for all aspects of cloud operations, monitoring, reliability, scalability, and compliance.
- Revamped and updated the platform automation suite (Ansible, Packer) to emphasize completeness, consistency, reproducibility and parity across environments. Introduced immutable machine images as best practice, plus the ability to rebuild any part of the system during work hours without interruption to the user.
- Introduced comprehensive monitoring, alerting, and metrics collection throughout all environments by implementing Sensu, InfluxDB, and Grafana.
- Helped to organize the development group into cohesive teams using an agile process to reduce WIP, make work visible, and perform regular retrospectives. This served as a starting point for evolving the way work is done at the company.

Sermo WorldOne — Boston, MA

Stack: Ruby, Rails, PostgreSQL, RSpec, Redis, Resque, AWS, Puppet, Git, Nagios

Principal Engineer, June 2013 to June 2015

- In charge of a five member scrum team responsible for all user-facing features of Sermo. Work with product owner to organize backlog and lead story grooming sessions. Keep team unblocked and on track for sprint commitments, which we consistently meet.
- Lead various organizational and process improvements such as improving team velocity and predictability by adopting a better story writing and grooming process. Also lead the implementation and adoption of team-wide style guides.
- Code base cleanup, maintenance, and general architectural improvements.

Senior Engineer, November 2011 to June 2013

- Together with another developer, moved entire infrastructure for Sermo from physical co-located datacenter to AWS cloud. Built extensive automation for fleet and server provisioning using Fog, Puppet, Nagios, Monit and related technologies.
- Modernized the multi-application code base with improvements such as replacing the home grown asset sever with the Rails asset pipeline, updating from Rails 2.3.x to Rails 3.2.x, and replacing the legacy JBoss-based ESB with a Resque-based broadcast queue.
- Implementing other site features such as survey provisioning and invitation engine, third party news feed integration, integrating with the WorldOne balance and payments service, and more.

Velir Studios — Somerville, MA

Stack: .NET, C#, ASP.NET, JavaScript, CSS, HTML, NUnit, NHibernate, Spring.NET, MS SQL Server, IIS, Subversion

- As employee #7, helped grow the company to a 50-person, multi-million dollar consultancy firm with dozens of household-name clients. Gained experience in all aspects of the project lifecycle from the initial pitch right up through the maintenance contract.

Principal Developer, October 2009 to November 2011

- In addition to general senior-level responsibilities, the responsibilities of principal include architecting and overseeing the builds on new projects, starting from initial estimation through requirements gathering and on into development.
- Helped build a best practices culture in the engineering group. Instituted company-wide adoption of source control, automated testing, a common reusable code library, standardized build system, standard project directory structures, and more.
- Mentored junior developers in C# and general programming best practices. Helped to make integration into the company go as smoothly as possible.
- Defined the Velir developer interview process and helped refine the peer review process. Using this process we were able to grow the developer base of the company while maintaining a consistently high level of talent.

Senior Developer, November 2006 to October 2009

- Lead architect and developer of Velir Datacenter (http://www.velir.com/data-visualization), a data publishing framework and tool suite that by the time I left powered over 15 high-volume data visualization websites.
- Lead teams on projects from planning and concept, through development and into production. Lead the development effort on dozens on web sites with teams from anywhere between 2 to 6 people.

Intel Corporation — Hudson, MA

Embedded Linux Software Engineer, June 2003 to November 2006

- One of the top embedded Linux and PXA processor experts in areas including boot-up, drivers, optimization and system architecture.
- Development work included doing Linux ports to brand new processors and processor steppings. First to enable new architecture features such as DDR SDRAM and L2 cache.
- Created the original implementation of suspend/resume power management facilities in the Linux kernel for the PXA architecture. That work was accepted into the PXA architecture tree of the mainline Linux kernel.
- Lead role in the team producing and optimizing the operating system for the Motorola A780, one of the first Linux-based smart-phones to ever hit the market.

Worcester Polytechnic Institute — Worcester, MA

Teaching Assistant, August 2001 to May 2002

Intel Corporation — Hudson, MA

Summer Intern, Summers 2000 & 2001

Education

Worcester Polytechnic Institute — Worcester, MA

Master of Science - Computer Science

- Graduated May 2003
- Cumulative GPA: 3.7

Worcester Polytechnic Institute — Worcester, MA

Bachelor of Science - Electrical Engineering (Concentration in Computer Engineering)

- Graduated May 2001
- In-major GPA: 4.0, Cumulative GPA: 3.7
- Tau Beta Pi National Engineering Honor Society
- Eta Kappa Nu National Electrical Engineering Honor Society

Other

Avid hiker and backpacker

- Completed the AMC New Hampshire 4,000 footers list in July 2010

Find me on:

- Stack Overflow - http://stackoverflow.com/users/214112/rusty
- GitHub - http://www.github.com/rustygeldmacher
- LinkedIn - http://www.linkedin.com/pub/rusty-geldmacher/2/8a6/647

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