Sara Steeves

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Highly collaborative software engineer adept at finding creative solutions to development challenges. Enjoys experimenting with ways to improve efficiency and continually looks for opportunities to expand knowledge and skillset. Has more than 10 years of experience translating what clients say they want into what they actually want.

Areas of Expertise

Full-Stack Web Development • Solutions Engineering • Automation • Product Design • Product Management • Project Co-Ordination • Leadership • Mentorship • Client Relationships • Research

JavaScript • TypeScript • Angular • Node.js • Express • NestJS • Flutter • SQL • MongoDB • Supabase • HTML • CSS/SCSS • Python • C++ • DigitalOcean • Jira • Git

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Accomplishments

- Became part of the Senior Management team at Costello Medical within two years of starting as an Intern.

- **Built Costello Medical's first web application** as a way to address inefficiencies in conducting literature reviews.

- **Solo developed, deployed and maintained five web applications** used by Costello Medical and their clients:
    - Designed functionality and prepared high-level wireframes.
    - Full-stack development, including database design (MongoDB, PostgreSQL), REST API development (Node.js/Express) and front-end development (Angular).
    - Deployed applications, APIs and databases to cloud instances (DigitalOcean).
    - Conducted surveys and workshops to gather ongoing user feedback.

- Created web applications that have been used to conduct research published in peer-reviewed scientific journals.

- Generated enough demand for web applications and automation to warrant establishing a new division focused on digital innovation, making Costello Medical **one of the first Medical Communications consultancies to have an in-house development team**.

- Set up a new and predominantly junior development team. As a team we **released six further web applications in just over two years**.

Career History

- Game Development, Independent (2024-2025)

- Innovation & Development, Costello Medical (2019-2024)

- Scientific Consultancy, Costello Medical (2013-2018)

Recent Experience

Game Development, Independent (2024-2025)

Learning game design principles and programming in the Godot and Unreal game engines to expand knowledge of development and design. Currently working on a commercial game for release in 2025.

- Participated in six game jams, four of which as a solo developer. Came first place in the most recent ranked jam.

- Created a prototype web application using Flutter and Supabase to schedule and track development tasks.

Head of Technical Innovation and Development, Costello Medical (2021-2024)

Established a software development team within the company to meet growing demand for web applications and automation. Worked as a team lead, innovation manager, product manager and developer.

- Oversaw the **hiring and professional development of four developers**, three of whom were junior developers without professional programming experience.

- **Established development processes and workflows** to ensure best practices were followed consistently by the team, and that the team could work as efficiently as possible.

- **Led the company's exploration of generative AI**, running workshops for potential use cases and collaborating with IT, Legal and client-facing teams to establish the company AI policy.

Consultant - Innovation Lead, Costello Medical (2019-2021)

Designed, built, deployed and maintained web applications for the company. Advised colleagues and clients from the Pharmaceutical and MedTech sectors on methods for improving efficiency using software and automation. Occasionally supported scientific projects including literature reviews and medical writing.

- As the only developer in the company, **built and launched four web applications** including one to manage internal project resourcing and a client-facing app to improve project efficiency.

- Provided ongoing **support for launched applications**, implementing feature updates, bug fixes and ensuring the applications performed well across geographies (USA, Europe, Asia).