

## Experience

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### **Engineering Manager**, June 2020 - April 2022

Better, New York, NY

- Built a new team of 6-8 engineers focused on the consumer facing Eligibility & Verification (EV) consisting of fullstack, front-end, rotational and intern engineers.
- Lead the multidisciplinary EV pod consisting of Product, Design, Data, Test Eng. and Engineering
- Core contributor to company wide hiring practices, helping define a new Front End System Design Interview.
- Onboarding and training new engineers in conducting interviews to help scale our growth.
- Champion of agile and iterative product development utilizing, rapid prototyping, A/B testing
- Maintain 1:1s and dedicated career development sessions regularly to boost technical and professional growth
- Conduct Annual/Mid-year performance, promotion and compensation reviews
- Facilitate collaboration across other internal teams where major cross-cutting work occurs
- Lead a major framework upgrade to our core consumer experience from Ember to React to boost performance, developer experience, and speed to market
- Defined a pod level production support rotation which, dedicating engineers focus on alerting/observability, tech debt reducing our number of production issues/bugs. This was rolled out to all pods across the wider squad.
- Work directly with senior product leaders to strategize and define product roadmaps, rolling up to company OKRs

Projects: Task Categorization, Underwriting Trackers, Sense of Urgency, Example Documents, Task Migration (Ember to React), Rebranding Brand Rollout, Accessibility Improvements

### **Lead Engineer (Manager)**, August 2018 – March 2020

### **Senior Front End Engineer (Manager)**, October 2017 – August 2018

Zola, New York, NY

- Lead the planning, implementation, and launch of Zola's new revenue-producing Invites & Paper product
- Manager of multiple teams of up to 10 platform and frontend engineers spanning multiple products and offices
- Performed interviews, technical phone screens and improve the recruiting and onboarding process/standards
- Worked directly with executive stakeholders to set prioritization and develop product roadmaps
- Collaborated with UX, Design, and Product as an interim Product Manager
- Determined the balance of feature development with technical debt and team-wide initiatives to meet KPIs
- Performed scoping and estimation exercises to determine the most effective resource allocation
- Maintained 1:1s with local and remote engineers to assist their pursuit of growth technically and professionally
- Conducted Annual/Mid-year performance and compensation reviews
- Partnered with Product Managers to establish a new workflow and take an iterative approach to process changes
- Eased communication and collaboration between platform and frontend engineers; Coordinate platform and frontend efforts so they work effectively in parallel
- Helped to continuously improve programming quality by defining standards, coding styles, and best practices
- Shared knowledge of Zola's ecosystem and standards through documentation, code reviews and onboardings
- Leader of the Zola tech team blog; Source authors, edit content and publish posts
- Interfaced with third-party contractors; Partnered with QA engineers to introduce integration testing
- Kicked off shared helper utilities to promote consistency across web applications
- Contributor to feature development and internal tools

- Implemented performance and efficiency infrastructure improvements
- Validated business ideas with proof of concepts and A/B testing; finding low tech lifts to quickly test and iterate.
- Zola Leadership Award Recipient & Hackathon Winner

### **UI Lead (Manager),** March 2016 – October 2017

KBS, Spies & Assassins, New York, NY

- Leader for the UI engineering team to ensure the health and growth of our engineers
- Management of the UI team of developers: resource allocation, scoping and technical oversight
- Provided engineers with mentorship to develop both their technical/professional skills and maintained 1:1s
- Assist in development as a lead engineer on projects with teams of multiple engineers
- Defined and upheld standards for approach, internal tools, documentation, and workflow
- Active in the planning of new projects to meet business requirements and scope work
- Met with and give presentations to clients, partner agencies and third-party vendors
- Involved in the interview and hiring process for both engineering and product management staff

Clients: AMEX, Banana Republic, BMW, Google, Harman, Hershey, HomeGoods, Moët & Chandon, Jay-Z, JBL, Puma, Stanley Black & Decker, Vanguard and Windstream

### **Senior UI Developer,** March 2014 – March 2016

KBS, Spies & Assassins, New York, NY

- Developed single-page apps to full e-commerce sites while integrating custom/third-party APIs
- Collaborated closely with UX, Creative, Product and Platform departments
- Partnered with Product Lead to develop a consistent process for project management using Agile principles
- Taught multiple classes to non-technical departments about web development and how it pertains to them
- Built component-based libraries for multiple clients adhering to the atomic design pattern which integrated with CMS platforms such as Django and AEM

### **Front End Developer,** July 2012 – March 2014

KBS, Spies & Assassins, New York, NY

- Built responsive, mobile-first sites and web applications for maintainability, scalability, and SEO performance
- Delivered software utilizing the latest standards in JS patterns, frameworks and front end task management
- Enhanced user interfaces with CSS Animations, Controlled Video, and JavaScript
- Integrated UI into various CMS solutions (DjangoCMS, WordPress, Etc.)
- Developed and deployed products with Agile and Waterfall approaches

### **Web Designer/Front End Developer,** May 2009 – June 2012

Ramapo College of New Jersey, Mahwah, NJ

- Design and development of cross-browser compatible pages for the College's public and internal websites
- Translated Photoshop wireframes and sketches into functional, dynamic web pages
- Used JavaScript to convert and customize interactive elements from Flash
- Optimized and improved newly developed websites to conform to SEO best practices
- Migrated and integrated new and existing static websites into a CMS

# Education

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## **Bachelor of Arts - Communication Arts, Design and Interactive Media**

Ramapo College of New Jersey, September 2008 - May 2012

## **Web Development Certification**

Ramapo College of New Jersey, September 2011 - May 2012

# Relevant Skills

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**Languages/Technologies:** React, GraphQL, Redux, Node, Express, MongoDB, Git, HTML5, CSS3, JavaScript ES6, TypeScript, Jest, Selenium, SASS, LESS, Webpack, Babel, Docker, Firebase, WordPress, Google Maps, Social APIs

**Applications/Utilities:** VSCode, Sketch, Adobe Creative Cloud, IntelliJ, Postman, Figma, Invision, Zeplin, Jira, Confluence, Slack, Zoom, GSuite, MS Office, VirtualBox, Chrome Dev Tools, Windows, Mac, Unix