

## Experience

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### **Engineering Manager II**, August 2022 - December 2023

**Spotify**, New York, NY

- Lead a high-performing full-stack web application development team of 5 engineers in close collaboration with product and design counterparts.
- Owned and managed a platform at Spotify, empowering both internal and external teams to efficiently oversee users, teams, and feature access.
- Collaborated on defining the platform's mission and vision, aligning it with user needs and business objectives to enhance overall satisfaction, functionality and ease of onboarding.
- Contributed strategic direction, significantly enhancing the speed to market for new and emerging products. This fostered agility and innovation within the organization and directly unblocked multiple company priorities.
- Actively engaged in defining teams' integration with Spotify Manage, reducing the scope of work for other teams and aligning with company-wide priorities. Onboarding multiple teams into the platform simultaneously.
- Assessed and calibrated talent evaluations across teams, ensuring consistency and fairness in the evaluation process with engineering manager peers.
- Facilitated workshops to iteratively improve scrum rituals and ways of working. Introduced a new definition of a technical project lead, widely adopted across the Music Vertical.
- Lead the team to a successful launch of Artist Wrapped, particularly significant for global icons such as Taylor Swift, Bad Bunny, Drake, and The Weeknd.
- Spearheaded the data and backend engineering team driving streamlined processes for the Wrapped campaign.
- Directly engaged with business and marketing leaders across Spotify and external partners.

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

**Better**, New York, NY

- Established and managed a dynamic team of 6-8 engineers, specializing in full-stack, frontend, rotational, and intern roles.
- Led the multidisciplinary Eligibility and Verification team, collaborating with Product, Design, Data and QA
- Guided the team responsible for the core consumer-facing portal, enabling users to seamlessly complete their mortgage process digitally, up to the closing stage.
- Played a pivotal role in shaping company-wide hiring practices, actively contributing to the definition of a new Front End System Design Interview.
- Conducted comprehensive onboarding and training programs for new engineers, fostering scalability to support team growth.
- Advocated for agile and iterative product development methodologies, utilizing rapid prototyping and A/B testing to enhance efficiency.
- Maintained regular 1:1s and conducted dedicated career development sessions to promote continuous technical and professional growth among team members.
- Orchestrated Annual/Mid-year performance, promotion, and compensation reviews.
- Facilitated collaboration across internal teams, particularly in areas where major cross-cutting work occurred.
- Spearheaded a significant framework upgrade, transitioning the core consumer experience from Ember to React. This initiative significantly improved performance, developer experience, and speed to market.

- Innovated a pod-level production support rotation, emphasizing alerting/observability and tech debt reduction. This model was successfully adopted by all pods across the squad, resulting in a notable reduction in production issues/bugs.
- Worked directly with senior product leaders to strategize and define product roadmaps, aligning with and contributing to company OKRs.

**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 team to establish a new workflow and take an iterative approach to agile process
- Eased communication and collaboration between platform and frontend engineers; Coordinate platform and frontend efforts so they may 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