

Stephen Tvedt

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ENGINEERING MANAGER II

As an Engineer Manager and Team Leader, successfully spearheaded multiple global product launches for big brand names. Background in engineering management, strategic planning and stakeholder engagement. Adept at addressing and resolving challenges and issues. Exceptional communication, interpersonal and leadership skills.

CORE COMPETENCIES

Senior Project Management | Product Launch | Technological Problem Solvers | Talent Evaluation & Recommendations | Multi-disciplinary Team Leader | Talent Mentorship

PROFESSIONAL EXPERIENCE

Spotify, New York, NY

August 2022 - December 2023

Engineering Manager II

Led a cross-disciplinary engineering team for multiple successful global launches.

- Led a high-performing full-stack web application development team of 5 engineers in close collaboration with product and design counterparts resulting in the launch of a team management platform.
- 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, fostering 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.
- Directed the team to a successful launch of Artist Wrapped, particularly significant for global icons such as Taylor Swift, Bad Bunny, Drake, and The Weekend.
- Spearheaded data and backend engineering team driving streamlined processes for the Wrapped campaign.
- Directly engaged with business and marketing leaders across Spotify and external partners.

Better, New York, NY

June 2020 - April 2022

Engineering Manager

Successfully managed a diverse team, led cross-functional collaboration, guided the development of a consumer portal, shaped hiring practices, conducted training, endorsed agile methodologies, facilitated career growth, orchestrated performance reviews, promoted collaboration, and spearheaded a framework upgrade for improved performance.

- Established and managed a dynamic team of 6-8 engineers, specializing in full-stack, frontend, rotational, and intern roles resulting in a more performant client facing application portal.
- 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, significantly improving 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.

Zola, New York, NY

October 2017 – March 2020

Lead Engineer (Manager), 2018 – 2020

Senior Front-End Engineer (Manager), 2017 – 2018

Led the planning, implementation, and launch of Zola's new revenue-producing Invites & Paper product.

- Managed multiple teams of up to 10 platform and frontend engineers spanning multiple products and offices.
- Performed interviews and technical phone screens and improved the recruiting and onboarding process and 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.

KBS | Spies & Assassins, New York, NY

March 2016 - October 2017

UI Lead (Manager)

Leader for the UI engineering team to ensure the health and growth of our engineers.

- Managed 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.
- Assisted in development as a lead engineer on projects with teams of multiple engineers.
- Defined and upheld standards for approach, internal tools, documentation, and workflow.
- Actively participated 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.

KBS | Spies & Assassins, New York, NY

March 2014 - March 2016

Senior UI Developer

- 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.

Additional Relevant Experience

KBS | Spies & Assassins, New York, NY

Front End Developer

Ramapo College of New Jersey, Mahwah, NJ

Web Designer/Front End Developer

Education

Bachelor of Arts - Communication Arts: Design and Interactive Media Ramapo College of New Jersey

Web Development Certification Ramapo College of New Jersey

Technology Skills

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