KARN **RATANA**

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https://karn.ratana.info/resume

An accomplished software engineering leader with many years working with distributed teams; focused on delivering quality products on schedule, utilizing the best technologies, and helping team members excel; experienced with small startup cultures and large corporation processes, including transitions through acquisitions.

HIGHLIGHTS

- Architectural designs and technical documentations
- Full Stack Developer
- C#, JavaScript, SQL Server, MongoDB, Redis, RESTful APIs
- AWS (ASG, Beanstalk, Dynamo, Kinesis, Lambda, Lex, SNS, SQS, etc.), Terraform, Jenkins, Git

- Managed remote teams including hiring, mentoring, and evaluating team members
- Collaborated with Product Managers on short-term and long-term planning
- Led Scaled Agile process

EXPERIENCE

2022-05 → PRESENT

SOFTWARE ENGINEERING MANAGER

INDEED

- Manage a distributed engineering team of 8, working on bi-directional job candidate data transfer between Indeed and its partners.
- Lead the product from alpha stage to general availability, growing the number of business clients by 16x and delivering 4x increase in monthly data exports within the first 12 months, with expected 100x increase in monthly data exports in the next 12 months.
- Collaborate with multiple Indeed teams to deliver a joint project where all Hosted Jobs features are available to Indexed Jobs, increasing potential revenues by $880M annually.
- Collaborate with multiple Indeed teams in a joint effort to consolidate duplicate features between Enterprise org and SMB org, leading to labor and infrastructure cost savings.
- Support the ATS Connectors team to build and launch 10 ATS integrations, each increasing the total addressable market size by 5+%.
- Redesign services to be more resilient (99.99% SLA) and scalable (support 100x increase in traffic).

2022-03 → 2022-05

PRINCIPAL SOFTWARE ENGINEER

COX AUTOMOTIVE

2018-02 → 2022-03

LEAD TECHNICAL ARCHITECT

COX AUTOMOTIVE

- Led a distributed engineering team, working on digital multi-point inspection and service tracking software for auto dealerships.
- Designed and successfully migrated applications and infrastructure to AWS within the requested timeline (12 months).
- Optimized database queries, with up to 95% improvement on search features.

- Implemented Blue-Green deployment which eliminated deployment downtime, provided quick rollback, and improved testing process.

2016-02 → 2018-02
SOFTWARE ENGINEERING MANAGER
COX AUTOMOTIVE

Managed a distributed, 9-person engineering team through a large acquisition by collaborating with new Product Managers, consolidating Dealership Management software integrations, and migrating infrastructure to different data centers while scaling applications for a 200% wider customer base.

2014-07 → 2016-02
SOFTWARE ENGINEERING MANAGER
DEALERTRACK TECHNOLOGIES

Scaled an automotive dealership digital multi-point inspection and service tracking software by 300% customer base, while guiding a distributed engineering team of 7 through an acquisition (from startup to enterprise) by adopting Scaled Agile process and migrating infrastructure between large data centers.

2012-09 → 2014-07
CHIEF TECHNOLOGY OFFICER
ASR PRO

Led the engineering department of a startup, building one of the first fully electronic vehicle multi-point inspection software. Introduced and fostered a remote-first culture. Coordinated with Product, Sales, and Support to ensure the success of the company, which eventually ended with an acquisition. Even though the software had changed names through multiple acquisitions, it remained one of the best in its class.

2008-11 → 2012-09
LEAD SOFTWARE ENGINEER
AUTOLOOP

Developed a digital multi-point inspection and service tracking software for auto dealerships.

2007-01 → 2008-05
SOFTWARE ENGINEER
SUPER STOCK

Maintained and improved a stock photography e-commerce site.

2005-05 → 2007-01
WEB DEVELOPER
CLAYTON KENDALL

Maintained and improved an e-commerce site.

EDUCATION

2003 – 2005
MASTER OF SCIENCE IN COMPUTER ENGINEERING, UNIVERSITY OF FLORIDA

1999 – 2003
BACHELOR OF SCIENCE IN COMPUTER SCIENCE, UNIVERSITY OF FLORIDA