

Nathan Maffeo

Sr. Engineering Manager

Phone: (858) 344-4992

Email: themmaffeo@gmail.com

LinkedIn: @nathanmaffeo

Key Skills

- **High performing** leader with ability to effectively communicate to stakeholders and executive leadership
- **Technical roadmap** design and execution that exceeds business objectives
- Building incredible engineering culture evidenced by **95% retention** over the past 18 months
- Strong **remote team management** experience
- Microservice / serverless **architecture design** (AWS & Azure)
- Blending technical initiatives with feature work to **accelerate timelines** without sacrificing quality

ABOUT ME

My super-power is driving engaged and productive engineering teams that deliver robust and scalable software. Building is my passion and is revealed by my love for creating strong teams that construct incredible products.

EXPERIENCE

Sr. Manager - Engineering

Xero

July 2014 - Present

- > Successfully lead the design and launch of B2C software that processes over \$1 billion per year
- > Delivered 50% YoY subscriber growth two years running through careful prioritization of features and development effort
- > Developed roadmap that moved the company from a two-week release cycle to multiple releases per day
- > Saved \$1 million per year by leading the organization through a 500+ server migration to AWS from Rackspace
- > Directed the design and rollout of a comprehensive leave management portal that reduced churn by 18%
- > Organized and lead internal culture initiative that resulted in weekly tech talks, “mob” programming, and other engineer focused activities

Director of Software Engineering

CreativeHeads

April 2013 – July 2014

- > Orchestrated the migration of four applications to a modern MVC framework with zero downtime
- > Increased customer traffic by 11% by implementing an integrated suite of applications
- > Increased revenue by 8% by leading the creation of a conference platform and negotiating third party partnerships
- > Delivered an extensive CMS tool that allowed marketing the ability to run fully integrated campaigns across multiple channels

Principle Software Engineer

CreativeHeads

January 2008 – April 2013

- > Technical Lead responsible for architecture design and reviews for a team of three
- > Reduced bug reports by 40% over a 9-month period by targeted refactoring and wide scale unit testing
- > Developed an in-house video and image processing application that processed up to 3GB of data per day

Senior Software Engineer

Lewis Technology

February 2006 – January 2008

- > The lead developer and point of contact for three multi-million dollar clients

Software Engineer

InnovaSystems, LLC

Nov 2004 - February 2006

- > Key developer for an aviation readiness tracking program used worldwide by over 80% of the US Navy Air Force.

EDUCATION

National University, San Diego

Major: computer science