Randall Leeds

Full-stack software architect building solutions for a complex society.

Education

2005-2009   **BSc, Computer Science; Brown University (Providence, RI)**

Employment History

The New York Times (Jan. 2020 — Jun. 2025)

Working across boundaries between product engineering, information security, and corporate infrastructure, I accelerated strategic phase transitions to adopt new platforms, sunset legacy systems, and unlock collaborations across product teams responsibile for business-critical publishing applications.

- Developed a roadmap to replace on-premise network appliances with cloud-native application gateways and establish a foothold for application teams to migrate workloads to the company's new cloud platform
  - Deployed an internal Istio gateway within new company Kubernetes clusters in AWS to centralize traffic ingress and decentralize routing responsibility
  - Unified authentication, session management, and authorization enforcement using Open Policy Agent, Ory Hydra, and NextAuth.js to enhance gateways with identity-aware proxy features
  - Managed team and service dependencies to ensure that transitions to the new cloud platform, gateway proxy, and authentication systems were made without downtime
- Integrated identity systems to facilitate safer sharing of infrastructure and content across platforms and workloads
  - Aligned identity references across applications and shared Vault clusters to allow workloads across heterogenous deployment platforms to act as service accounts within applications
  - Configured identity integrations across cloud providers to ease incremental workload migrations
- Provided critical feedback and partnership to platform engineering teams on developer experience and platform features
- Championed monorepo adoption to improve collaboration across teams within the publishing group

Remix (Apr. 2017 — Dec. 2019)

As an individual contributor and as a founding member of an organization-wide front-end engineering working group, I accelerated development and deployment of web-based geospatial applications for city transportation planners.

JavaScript + React + Redux, Python, Ruby + Rails, Terraform, Webpack

- Developed abstractions to enable rapid migration of an application from Leaflet to Mapbox GL
- Developed organizational capacity to begin continuous deployment of microservices
- Transitioned a major project out of active development and prepared it for long term maintenance

Medal (Jan. 2016 — Dec. 2016)

As the first full-time engineering hire, I recruited a team of engineers to develop solutions for medical records management in clinical and research settings.

Python (Django), C#, Amazon Web Services, Docker, Terraform

- Developed infrastructure-as-code supporting deployment under strict compliance requirements
- Established interviewing and onboarding processes for new engineers

Hypothes.is (Dec. 2011 — Sep. 2015)

I worked as technical lead of a not-for-profit initiative to develop open source annotation services supporting digital research, publishing and pedagogy.

Python (Pyramid), JavaScript (AngularJS), Elasticsearch, PostgreSQL, Amazon Web Services, Ansible, Docker

- Contributed to standards for digital annotation as a member of the World Wide Web Consortium (W3C) Web Annotations Working Group
- Developed modern, open-source JavaScript applications, libraries and browser extensions

Meebo (Sep. 2009 — Dec. 2011)

Python (Gevent, Twisted), C, Erlang, CouchDB, Cassandra, Redis, Graphite, Nginx, Puppet

- Introduced co-routine techniques for reducing memory use and time-to-ship for microservices
- Contributed to Apache CouchDB, becoming an active project maintainer

Technical Honors and Experience

Programming Languages and Tools	**Python:** 15 years of professional experience developing web applications.
	Infrastructure: 12 years of experience with infrastructure as code and a range of popular tools, platforms, and standards.
	JavaScript: 12 years of experience developing web applications. I follow language proposals and Web Platform standards development. I have experience with a range of popular frameworks and tools.
	I am comfortable working in C, C++, Java, Erlang, Ruby, and Go.
Open Source Maintenance	I have been a committer to the Apache CouchDB database, a maintainer of the Gunicorn WSGI server, and a founder of Apache Annotator (incubating), along with more diffuse and informal contributions to numerous projects.

White House Champions of Change	I co-developed a prototype application for communities to build a directory of social services organizations obtaining an invitation to an Open Data round-table with administration officials and other honorees.
Other Tools	AWS, Google Cloud, Kubernetes, Terraform, Vault, PostgreSQL

Other skills

- Human Languages:
  - English (first language)
  - Spanish (intermediate reading/writing)
- Scrum leadership training

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