

Jason Fry

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Skills

Web Development: Elm, Haskell, TypeScript, React, HTML, CSS, Node.js, Express, Docker, IaC, PostgreSQL, SQL, AWS, CI/CD, microservices, architecture and system design, accessibility, UX, MongoDB

Leadership: Servant Leadership, Project Management, Coaching and Mentoring, Vision and Roadmap Development, Conflict Resolution, Scrum Master, Recruiting, Interviewing, Hiring, Talent Retention, Career Development, DORA metrics, stakeholder management

Experience

Engineering Manager, [Mercury](#), Remote

Sept 2023 - June 2024

- Managed 2 remote Agile teams totaling 10 engineers, 9 at senior level or higher: weekly 1-1s providing regular, constructive feedback, performance evaluations, and career development.
- Divided my time between 20% hands-on technical work (Haskell, TypeScript, React, PostgreSQL) and 80% management.
- Built one team of 5 into two teams of 10 that were high-performing and psychologically-safe with a focus on diversity and inclusion. Worked closely with recruiting, and was actively involved in recruiting, interviewing, hiring, and onboarding.
- Responsible for developing roadmaps, defining technical vision, collaborating with product management, design, and engineering leadership to make strategic product decisions and prioritize work.
- Coached engineers on leading multi-month projects through the entire software development lifecycle, improved team performance iteration-over-iteration by driving adoption of improved engineering practices.
- Created and implemented a Mentorship Program used across the entire engineering org.
- Produced and reviewed Technical Specification Documents, Architectural Design Documents

Engineering Manager, [Vendr](#), Remote

March 2023 - May 2023 (laid off)

- Managed an Agile remote team of 4 senior software engineers.
- Enforced engineering best practices via coaching and code reviews.
- Built a replacement of an internal tool using Node, TypeScript, and PostgreSQL, saving 5x the cost. New tool was 3x faster to iterate on while being more stable.
- Created and implemented Incident Response Procedure using Sentry, AWS Cloudformation, and Slack alerts.

Senior Software Engineer and acting Engineering Manager, [Caribou](#), Remote

Sept 2021 - Jan 2023 (laid off)

- Managed 2 remote Agile teams of 10 senior software engineers across multiple timezones. Promoted diversity and inclusivity within the team, ensuring diverse perspectives were represented and valued.
- Participated in hiring, onboarding, and talent retention.
- De-risked the most important initiative in the business (potential gain of \$10M+ per year) by combining and managing two teams while avoiding Brooks's Law. Used Haskell, Event Driven Design, and Postgres.
- Worked closely with business stakeholders and our PMs to develop the roadmap, create requirements, and decompose projects for both teams.
- Navigated both teams through many transitions, changes in scope, expectations, etc., while still delivering the MVP on time.
- Primary go-to for conflict resolution between team members.
- Built [insurance.caribou.com](#) using Elm, Haskell, Event Driven Design, and Postgres ahead of schedule with even fewer bugs than were acceptable. Maintenance requirements remain near 0.
- Created and implemented Incident Response Procedure, reducing Mean time to recovery (MTTR) by 50%.
- Improved collaboration between Design and Engineering which sped up design iterations and improved relationships and trust between teams.
- Produced and reviewed Technical Specification Documents, Architectural Design Documents
- Audited and documented an inherited codebase for security, stability, and extensibility

Fullstack Software Engineer, [1Password](#), Remote

Oct 2019 - July 2021

- Rewrote the [CSV import experience](#) decreasing Client Support tickets by 10% and improving codebase maintainability.
- Overhauled the A/B testing process using TypeScript, React, Sass, and PostgreSQL. Gathered data to improve rapidly iterating the onboarding process, reducing page-by-page drop-off rate by over 20%.
- Reduced Client Support tickets from people creating the wrong account type by 35%.

- Helped 1Password meet [Web Content Accessibility Guidelines \(WCAG\) 2 Level AA](#).
- Participated in design critiques and ideation of potential A/B tests to run.
- Participated in user research and built relationships with external customers.
- Automated the deployment process, which reduced time spent per deployment from nearly 2 hours to under 20 minutes.

Fullstack Software Engineer, [ITPro.TV](#), Gainesville, FL

Oct 2017 - June 2019

- Increased software team's productivity by over 30% by spearheading the adoption of "[promiscuous pairing](#)."
- Built beautiful, maintainable, responsive web apps using Haskell, Elm, Terraform, PostgreSQL, AWS, and Docker.
- Increased software team's productivity by over 5% and reduced deployment errors by automating deployment workflow.
- Improved developer knowledge base by implementing lunch n' learns and monthly functional programming meetups.
- Led the software team in writing tech reports and research, increasing company publicity, and guiding future improvements.

Fullstack Software Engineer, [Feathr.co](#), Gainesville, FL

Feb 2017 - Sept 2017 (laid off)

- Nearly doubled capacity to handle bugs and feature requests by improving processes, documentation, and workflows
- Lead company-wide adoption of the Scrum framework to improve productivity by overhauling outdated workflows
- Coded solutions for our SaaS app using Python/Flask, JavaScript, BackboneJS, jQuery, MongoDB, Elasticsearch, Node.js
- Responsible for implementing automated regression testing, reducing the number of bugs released into production