George Mauer

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I am a people-and-product obsessed technical leader with over fifteen years experience focusing on architecture, simplicity, and building effective teams. Most recently a Principal Developer and Director at Findhelp, I am always focused on user empathy, building secure yet flexsible systems and teams that are empowered to use and improve them.

I speak at conferences, have mentored dozens of software devs, have written popular articles, and been interviewed for a variety of podcasts and publications. I suppose that makes me an industry leader.

I am especially interested in remote-friendly companies that can check any of the following boxes:

- Companies working in the climate tech space
- Product companies building developer or productivity tooling that helps people
- Companies doing innovative things with AI/ML
- Engineering departments that do functional programming *(especially a Lisp such as Clojure or Racket)*

Buzzwords

Software Architecture, **Test Driven Development**, **Software Design**, **Web Development**, **Javascript**, **Python**, **C#**, **Domain-Driven Design (DDD)**, **React.js**, React Native, Agile Methodologies, Design Patterns, Database Design, Microservices, Project Management, Software Development Life Cycle (SDLC), Cybersecurity, Product Management, Object-Oriented Programming (OOP), Technical Writing, ASP.NET MVC, .NET, HTML, CSS, Google Cloud Platform (GCP), jQuery, Emacs, CSS, LINQ, AngularJs, Java, SQL, Python, Powershell, Node.js, Entity Framework, Open Source, Community Development, Public Speaking, Team Building, Mentoring, Community Engagement, Training, Functional Programming, Lisp, SqlAlchemy, TypeScript, Data Science, SOLID Design Principles, Project Management, Racket, Clojure, Microservices, Staff Engineering

Achievements

- Committed code to jQuery. Mentioned in the jQuery 2.2 changelog
- Discovered a - still unpatched - vulnerability in Excel and Google Sheets which allows exfiltration of data when viewing csv files. Blog post on this was #1 on Hacker News and Programming Reddit
- Presented at many conferences and usergroups - Keynote speaker at Jazzcon 2017
- Stackoverflow reputation > 100,000
- Frequently interviewed and cited over article and thoughts on how to and not to structure developer interviews
- Most Viewed Author on Quora in Javascript and Web Development
- Longtime co-host of the weekly VirtualBrownBag Online Meetup
- Former co-organizer for New Orleans' regional tech and entrepreneur conference: BarcampNola
- Former member of the Public Advisory Board for Tulane's School of Continuing Studies Applied Computing Program
- Mentor at and on the mentoring advisory commitees for Operation Code and Coding Coach a>.
- Wrote and performed a sketch comedy show in the 2011 New Orleans Fringe Festival
- Former leader of New Orleans .NET Usergroup: In charge of recruitment, speaker selection, organization, advertising, etc.
- Presented at the 2006 AAAI Conference on Human-Robot Interaction
- Recieved a research stipend for Graduate School at Tulane University
- Awarded a Jiu-Jitsu blue belt by Rodrigo Gracie

Experience

Principal Developer, Director of Engineering, Engineering Manager
February 2021 - Present
Findhelp.org

As an engineering manager, stabilized and managed a team through a period of extreme transition. Stepped in and performed product manager and team lead duties. Led the team through the completion of several important roadmap projects resulting in promotions for over half of the team.

Promoted to a director title within four months. Worked with leadership to chart out department values, goals, and roadmaps as well as addressing re-org and department-wide staffing.

Built and charged with running the developer interviewing and hiring process as the department aims to double in size.

As an individual contributor, took over understanding and delivery for one of the least documented, most convoluted areas of the data model. Identified and repaired a complex series of long-standing bugs that were resulting in improperly handled customer data.

As a principal developer, regularly worked with people on other teams to improve their development workflows, identify issues in their areas of responsibility, and address product-wide technical debt. Assisted with identifying and addressing wide-ranging security vulnerabilities and accessibility issues.

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Chief Technical Officer (CTO)
February 2020 - January 2021
Operation Spark

Provided architectural and team leadership for a variety of development projects undertaken by the Operation Spark consulting wing - the DevShop.

Worked daily alongside junior developers on their first professional project. Interviewed, formed teams, and mentored team members to become solid contributors.

Together with the CEO and COO, built out DevShop business development strategy. Operated as the sales engineer, regularly meeting with prospective clients, building out, estimating, and pitching project proposals.

Updated and improved curriculum and coursework, occasionally teaching, delivering lectures, and checking in with students studying software development.

Consulted graduates on how to go about finding their first software development job. Helped optimize and bring depth to their job hunt strategies so as to best ensure success.

Director of Development
Surge Consulting Group

November 2016 - October 2019

Lead a multitude of successful medium and large software projects developing applications for a variety of clients. This included working in C#, Javascript, Node, WPF, Python, Docker, and many other technologies.

Designed and implemented an interview process that allowed the company to grow from 20 to almost 250 senior developers. Personally conducted nearly 200 technical interviews. Started and administered a mentoring program. Started and administered a weekly developer show-and-tell to cross-pollinate knowledge.

Managed and developed internal skunkworks projects that provided an operations platform on which Surge did invoicing, staffing, and interviewing.

Managed developer-related escalations and conducted 1-1s.

Was involved in many management-level and direction-setting decisions.

Worked with the parent company through a merger to identify and implement ways to improve operations.

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Senior Software Developer
Surge Consulting Group

June 2011 - November 2016

Worked on a variety of complex web applications and backend projects with a heavy use of Javascript, AngularJs, c#, React, jQuery, F#, and more.

Led multiple-person teams working with clients such as Verizon, Oliver Wyman, and AppleHms.

Served as an informal developer evangelist within the company helping arrange and leading multiple programs that enabled the Surge developer community to grow

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Senior Software Developer
CoDE/EPS Software

January 2010 – June 2011

Worked for the consulting branch of one of the most renowned companies in the .Net space. Worked on large multi-million dollar custom systems ranging from WPF to ASP.Net MVC to the CoDE Milos Framework.

Worked on close-knit Agile team with clients, junior staff, and some of the best developers in the industry.

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Lead Software Developer / Systems Architect
Westway Holdings

August 2007 – February 2010

Designed and developed applications in ASP.NET and WinForms for a large multinational corporation.

Refactored legacy code to be more compliant with principles of loose-coupling and separation of concerns.

Built relationships with and managed an outsourced team using an Agile approach including iterations, and continuous integration. Instituted previously lacking source control, issue tracking, and test driven development policies.

Software development duties spanned all stages of the software lifecycle: gathering of requirements, discussions with domain experts, system architecture, iteration planning, management of developers, implementation, testing, quality assurance, administration, and the gathering and assessment of requirements.

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Freelance Developer / Owner
Humble Pi LLC

January 2007 – Present

Consulted customers on requirements and system design. Built software on PHP/MySQL and .NET/SQL Server platforms.

Developed web applications through a daily use of PHP, ASP, Oracle and MySQL. Responsibilities included full-blown site and database design, documentation, and some light graphic design

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Web Application Developer
Mudbug Media

January 2006 – May 2007

Developed web applications through a daily use of PHP and ASP. This was typically integrated with an Oracle or MySQL database requiring both back-end and front-end programming in order to generate dynamic, flexible, and maintainable code. Regularly designed and implemented in-browser applications using DHTML and occasionally AJAX. Responsibilities included full-blown site and database design, the writing of documentation, and some light graphic design and image manipulation. Projects were typically done solo or in small teams and ranged the full software development lifecycle of design, implementation, quality assurance, and customer support.

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Principal at Resultsoft LLC

December 2006 – January 2007

Co-founded Resultsoft LLC and authored a Small Business Innovation Research (SBIR) Grant proposal to the Institute of Education Sciences (IES) for an educational videogame capable of using specific modern game-design concepts capable of rousing student interest in mathematics to an unprecedented level.

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Research Assistant in Image Processing and Analysis
Advanced Missile Defense Research Group, Tulane University

September 2004 – September 2005

Contributed to all phases of a project for the automation of land surveying through the use of LIDAR (Laser Imaging Detection and Ranging) and other publicly available data.

Thesis work - SEGWORK - A Matlab Framework for Image Segmentation: Developed a set of Matlab libraries and an application for processing of LIDAR airborne laser scanner data. This involved extensive academic research into trends in image processing as well as the implementation of many of these into small modules capable of interacting with each other.

Projects and Volunteering

Operation Code
Mentor

Offer frequent help, mentoring, debugging, and career advice sessions to online community of vets working in or transitioning into tech

Operation Spark
Teacher / Curriculum writer / Mentor

Helped build curriculum, designed and taught Boot Camp programs in high schools and the New Orleans Juvenile Detention Center. Lectured and conducted town hall-style meetings with students in classes. Mentored and served as an on-site professional developer resource.

Tulane University
Guest Speaker

Occasional guest speaker in the Tulane University Computer Science and Communication departments. Discussed everything from software architecture, to javascript, and open source.

gimgen Github

Extremely experimental (yet working) javascript micro-library using generators to invert program flow and generate coroutines. This was the subject of several conference talks and has granted me a deep understanding of the language feature that is unparalleled.

Tech Terms Anki Deck Blog Post Github Podcast

A project for helping students and non-developers to get oriented in the terminology of tech. This is used as part of the curriculum in several courses and study groups.

ob-racket Github

Org Mode Emacs extension to enable notebook programming in the Racket programming language.

Estimation Checklist Github

A massive collaborative checklist of questions one should remeber to ask when doing broad-scale estimation.

`$.persistState` Github

Extensible jQuery widget to automatically persist the state of UI components in localStorage.

ApprovalTests.BetterPdfVerification Github

A set of approvers for the .Net version of the amazing ApprovalTests assertion framework. It makes approving of pdf files actually work as it normalizes out inconsistencies such as timestamps and auto generated ids.