Truman Lahr

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I'm a relationship-focused leader with a strong web development and project management background. My knack for building meaningful relationships enhances my ability to create inclusive and collaborative spaces and fuels a cycle of positive energy and motivation within my team. With diverse experience across various industries, particularly in tech, I'm looking forward to exploring new opportunities and making a lasting impact.

Employment

Head of People, *April 2022 - Aug 2023*
WeMakeWebsites, New York, NY (Remote)

- **Streamlined HRIS strategy** with an integrated HRM solution, reducing manual data entry by 70%
- **Enhanced job catalog**, increasing job search efficiency by 40% and reducing time-to-fill by 25%
- **Partnered with senior leadership** to leverage feedback and metrics for targeted improvements
- **Cultivated an inclusive culture**, fostering a strong sense of belonging and camaraderie

Interim Head of Technology, *Dec 2021 - April 2022*
WeMakeWebsites, New York, NY (Remote)

- **Led a global development team** of 40 engineers, handling award-winning eCommerce projects
- **Fostered strong client relationships**, contributing to a 90% client retention rate
- **Empowered team members** by actively listening and leveraging input to help reach their full potential

Engineering Manager - People & Operations, *May 2021 - Dec 2021*
WeMakeWebsites, New York, NY (Remote)

- **Developed a career progression framework**, enabling a 20% lift in internal promotions
- **Facilitated platform changes** in collaboration with senior team members
- **Upheld continuous improvement focus**, reducing project delivery times by about 10%

Director of Web Development, *2019 - May 2021*
Verbal + Visual, New York, NY (Hybrid)

- **Directed 6-figure e-commerce projects**, returning up to 3x revenue and 20x ROI
- **Established departmental structure**, improving efficiency and productivity
- **Revamped budget reconciliation**, improving client relations and reducing burnout

Lead Developer, *2018 - 2019*
Verbal + Visual, New York, NY

- **Engineered responsive e-commerce experiences**, increasing traffic by 20% and conversion rates by 2x
- **Consulted with clients** throughout all development phases
- **Collaborated with design and UX teams** to deliver products to spec

Education

Flatiron School, *Nov 2017 - Mar 2018*
Full Stack Web Development, Ruby, JavaScript, and React immersive program

Rutgers University, *Sept 2008 - May 2013*
Bachelor of Fine Arts (B.F.A.), Printmaking/New Media