

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