Yao Xiao

Staff Software Engineer

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EXPERIENCE

2017/8 – Current **Staff Software Engineer/Tech Lead** **Meta Platforms(fka. Facebook), Inc.**
Menlo Park, CA/Sunnyvale, CA/New York, NY

- Led a team of **5** engineers to architect and execute a multi-phase integrity enforcement platform strategy, focusing on improving system reliability, governance, infrastructure modernization, and integration of large language models (**LLMs**).
- Developed and executed platform long-term strategy aligned with product vision, scoping **10+** senior engineer projects from scratch.
- Assumed interim engineering management during organizational transitions, maintaining team velocity, morale, and seamless project delivery.
- Directed migration of **7+** legacy systems (in PHP, Haskell and Python) into a unified, scalable platform, boosting developer productivity and reducing operational overhead.
- Maintained and enhanced a global work distribution tool, supporting **180,000+** content reviewers worldwide by troubleshooting complex technical issues and optimizing workflow processes.
- Spearheaded migration of job-reviewer matching infrastructure to a push-based system using a bipartite matching algorithm, increasing matching efficiency by **10%** and significantly reducing reviewer workload.
- Built a developer and code-generation platform that enabled **50+** product launches and supported **75 million** weekly reviewer jobs, ensuring scalability and maintainability.
- Developed a self-service management tool enabling approximately **200** non-engineer employees to manage content review pipeline settings, reducing engineering support tickets through self-service.
- Redesigned the content reviewers' front page by developing a data pipeline that aggregates and displays key performance insights, enhancing reviewer visibility and productivity.
- Conducted **200+** technical interviews, reviewed engineering design docs, mentored junior and senior engineers and interns, and led onboarding to accelerate team growth and capability.

2016/5 – 2016/8 **Software Engineer Intern** **Bloomberg L.P.**
New York, NY

- Developed a rule engine in Scala using Apache Spark to support a new product, and integrated it with existing APIs to process billions of data points per day.

SKILLS

Hack/PHP

React/Relay/GraphQL/NextJS/NodeJS/JavaScript

Airflow/SQL

Git/Mercurial

Python

LaTeX

Haskell

LANGUAGES

English - proficient
Chinese - native
Spanish - rudimentary

SIDE PROJECT

Created an online murder mystery game using NodeJS, GraphQL, React, and MongoDB during COVID-19. Played over 20 hours with friends

EDUCATION

2013 – 2017 **Bachelor of Science in Computer Science with a Minor in Math** **Purdue University**
West Lafayette, IN
Overall GPA: 3.7/4.0