XIAO XU

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Python, Java, Django, React, Angular

Engineering Manager
Tanium (Cybersecurity, 2,000+ employees)

Dec 2019 – Present

- Lead and manage a team of 8+, from hiring and onboarding to building high performing team

- Mentored and guided three Engineers into Senior Engineers, and one Senior into Staff Engineer

- Interviewed over 150 software engineers for Frontend and Full-Stack roles. Worked closely with recruiting to define skill criteria and to ensure great candidate experience

- Pushed an engineering-wide strategy of centralizing notifications. Led project to create site-wide notification center, and rallied all product teams to send notifications into this centralized service

- Led project to upgrade our products to contain actionable data visualizations. Resulted in significant increase in the usage and sale of our products

- Led the creation of a new internal data visualization framework, written in D3 and React. Resulted almost 300% increase in UI performance, and significantly decreased bugs and maintenance time

Senior Software Engineer
Tanium

Nov 2017 – Dec 2019

- Led project as the technical lead to completely rewrite our UI Console experience. Switched out framework from AngularJS to React

- Architected code structure to allow for each user-facing text to be translated in our codebase. Enabled our sales team reach companies in Japanese, French, and Spanish-speaking countries

- Designed and implemented a new workflow to manage our complex Role-Based Access Control (RBAC). Received stellar feedbacks from excited customers who were perplexed by the legacy UI

- Rewrote the frontend for our integral Interact module, resulted in 80% decrease in customer complaints about performance

Senior Software Engineer
Chegg Inc (EdTech, 800+ employees)

May 2017 – July 2017

- Led task force to identify bottlenecks in page speed across the site. Broke down and distributed technical work to team, and resulted in key SEO pages loading 50-120% faster

- Designed and implemented several key security features to prevent fraudulent transactions and resulted in very significant quarterly savings for the company

Software Engineer
Chegg Inc

Apr 2015 – May 2017

- Pushed for and consolidated APIs from two teams for searching school data. Company went from using two different APIs serving the same purpose to one robust and completely refactored API

- Designed and implemented several key security features to prevent fraudulent transactions and resulted in very significant quarterly savings for the company

- Wrote script to manually issue emergency payments to thousands of tutors during PayPal downtime

- Re-implemented the homepage following a significant redesign. In the process, organized and centralized a lot of the theme colors to enable future theme changes

Older work experiences available upon request