

**Hi, my name is Eddie!**

**I approach managing people, processes and software development through a human-centered interaction paradigm. Everything in life, whether our daily work or the software we use should feel natively human and engage us both emotionally and cognitively.**

## Work Experience

### **Glassdoor | Engineering Manager, Growth & Discovery**

**2023 - Current**

- Leading two teams within the growth and discovery lane at Glassdoor. Front-end Foundations & Design System and Search & Navigation.
- Migrated the site header from a centralized monolith into a micro service that supports server side rendering and client hydration for any Next.js app that calls it.
- Improved performance across all pages on Glassdoor by enabling the foundations team to roll out streamlined tooling with a focus on reducing bundle size.
- Collaborated across stakeholders to ensure support and feasibility of replacement of the oldest front-end monolith with a newer federated model.

### **Engineering Manager, Front-end Foundations & Design System**

**2022 - 2023**

- Oversaw the development of Glassdoor's Next Generation Design System and Component Library, meeting the requirements of WCAG 2.0 AA, in only 3 months.
- Implementation of a new product analytics system and pipeline from maintaining the taxonomy, to automated tooling, to front-end libraries that enable sending the product analytics.
- Led the migration to from a homegrown React express server to the latest Next.js version, improving performance, developer velocity and developer satisfaction.
- Collaborated across Data Science, Product, and Engineering to migrate and implement a new data pipeline and product experimentation and analytics system, while ensuring we aren't permanently tied to any single vendor.
- Expanded and improved CI/CD pipeline automation for front-end developer libraries that includes preview environments for component libraries, conversion of Figma Variables to CSS Custom Properties, and Icon extraction from Figma.

### **Staff Front-End Engineer, B2B Products**

**2021 - 2022**

- Established foundational front-end technical standards for a brand new product (Unannounced).
- Supported product development across multiple teams in the B2B organization with a focus on Front-End Engineering improvements.
- Increased response rates by 234% for a survey product through development of Slack integration.
- Ran a TypeScript Pilot and did an engineering-wide TypeScript presentation discussing pros, cons and how it could improve Glassdoor going forward.
- Partnered with cross-functional partners to on a Product Analytics project that impacts all of Glassdoor.
- Lead and Organized a B2B Front-End Engineering meeting to share knowledge and build relationships.
- Organized a professional development course for all front-end engineers at Glassdoor, including leading sessions and break-out conversations to help assist both learning and relationship building across teams.
- Participated in a diversity, equity, and inclusion pilot program to enable me (and others) to be change agents for DE&I within Glassdoor, the Technology sector, and our communities.

**If we aren't learning, we're stagnating.**

## Work Experience (cont'd)

### ThreatConnect | Engineering Director, User Experience

2017 - 2021

- Scaled the front-end development team, tripling the size of the team from 2 to 6 front-end engineers while also growing the diversity of the team.
- Established the design team at ThreatConnect while working closely with Product Management to improve customer perceptions of inconsistent and outdated design.
- Helped organize and lead process changes between Engineering and Product leadership to restructure our teams and focus on more agile processes that led to improving our software release schedule by 4x shifting from 1 release/year to 4 releases/year.
- Worked closely with HR and recruiting team to improve our hiring processes based on processes I implemented and pilot tested, leading to a reduction in employee turnover and increased diversity in our hiring processes.
- Helped lead and organize the development of key features and products at ThreatConnect, such as ThreatConnect's Workflow product and ThreatConnect's first official Browser Extension. Workflow expanded our company into a whole new selling market (expanded from a Threat Intel Platform (TIP) market to the Security Orchestration, Automation and Response (SOAR) market. The Browser Extension created an entirely new

### Maestro | Senior Software Engineer

2015 - 2017

I helped lead the services team of Maestro to build marketing and learning solutions for clients such as Google, Franklin Covey, Framework Homeownership, Wright Medical.

The technologies used for clients are: Angular, Node, Backbone, TypeScript, Rails, Ionic, Sass, Angular Material, Foundation, Bootstrap and the Adapt Framework. Most of our projects were Scorm-compliant e-learning courses.

### USAID / Macfadden | Geospatial Software Engineer

2011-2015

Worked as a Macfadden contractor assigned to a USAID internal product development team. My work covered front-end development using Backbone.js and Handlebars.js. Geospatial Integration using both Leaflet.js and ArcGIS APIs. Interactive Data Visualizations using d3.js. I also contributed to the Backend Development of a REST API in PHP as a custom module in Drupal 6.

## Other Experience

### IndieWeb Open Source Community

2018 - 2019

I was heavily involved with the IndieWeb Open Source community that works on encouraging open web communication standards such as Microformats, IndieAuth, Micropub, and Microsub. I collaborated on the Micropub and Microsub standards as well as contributing to JavaScript, PHP and Swift open source projects.

### Freelance

2013 - 2019

I've done a variety of freelance contracts and independent development. Some examples of these are: a marketing website for a gym, an internal communications and publishing platform, iMessage sticker packs, Indigenous iOS app, Indiepaper iOS app. Some of the key technologies used were: Wordpress, Drupal, Node.js, Swift.

### Co-founded Start-up (World Surf Engine)

2007 - 2008

I helped build a start-up company with the CEO by helping to establish business goals and development. I built and designed a web application using PHP, CSS, and JavaScript. Site provided user interaction, communication and information on surfing and other water-related excursions.