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SUMMARY

As a manager and staff software engineer with 20 years of industry experience, I am passionate about building organizations, tools, and workflows that multiply productivity and delight developers freeing them to focus on products that delight customers.

NOTE: I am not currently open to new roles at this time. This is an extended resume with complete work history. An abbreviated two-page version is available at <http://cmyers.org/resume/resume-short.pdf>

EXPERIENCE

Indeed, Inc. – Austin, TX and Remote from Roseville, CA

Software Engineer Manager (TDM3), CI Platform **September 2022 – Present**

- Owned the company wide migration from Jenkins to Gitlab CI. Drove OKR of sunsetting old system (30,000 jobs across 2,000 projects performing 10,000 builds per week).
- Managed a team of engineers including a Sr. SWE, two SWE2, a SWE1, and an intern. Also worked closely with a team of 6 contractors. Regular 1-1s and mentoring with direct team as well as several engineers across the organization. Helped with performance evaluation and calibration process for reviews for all direct reports. Worked regularly with project management to prioritize features and engage customers in the migration, in addition to setting and measuring OKRs.
- Assisted team in accomplishing our goals despite limited resources by championing an inner-source model. By encouraging and prioritizing contributions from other teams, external contributions went from 2 (Q4-Q1) to 19 (Q2-Q3), and several of these contributions were essential to meeting OKRs both for our team and our sibling teams. Customers of all levels (Intern to Principal Engineer) participated and this created opportunities for mentorship and cross-organizational impact for our team.
- Indeed relies upon Gitlab, an open source project, for our SCM and CI needs. Pitched an intern project to contribute to Gitlab in order to reduce uncertainty and mitigate risk so we are better positioned to contribute in the future. A blocking bug was discovered during the intern project and we were able to fix it ourselves and contribute it to Gitlab. Without this project, we would have had to wait for Gitlab to fix the bug which probably would have delayed our OKRs by at least a quarter.
- After years of steady grass-roots efforts to induce a major company-wide build tool project, influenced others (SWE4 Architect for our T1, SWE4 Architect for our T2, SWE3 Architect for our neighboring T3) to start a slack channel, problem space review, team proposal, and a larger discussion about the project. The idea is now socialized across the organization and the proposal was adopted to create a team and build a proof of concept in 2023.
- Participated in recruiting and interviewing senior industry hires.

Staff Software Engineer (SWE3), CI Platform

July 2021 – August 2022

- Drove problem space and design reviews for the next generation CI system at Indeed, Gitlab CI. Obtained buy-in, set roadmap, and owned project outcomes. Drove company wide builds in the new system from 25

- Created metrics and a dashboard to track migration progress and worked with product management to set and measure OKRs.
- Mentored other engineers on the team and sibling teams, ranging from SWE1 to Sr. SWE. Performed code reviews and design reviews to guide other engineers. Participated in interviewing including for senior industry hires.

Staff Software Engineer (SWE3), SMB Engineering Excellence **January 2020 – July 2021**

- Contributed to an effort to root-cause and fix server toast errors across the organization, including force-multiplying workflow improvements such as enabling request tracing across many services and ensuring the data was available in Data-dog APM and Kibana.
- Worked across the SMB organization to move projects onto a platform for isolating testing environments which reduced failures due to testing dependencies in the shared QA environment and also ran significantly faster than the previous way of doing that in some cases. Daily work included jumping into a new code-base and coming up to speed frequently, and working with many different teams at once.
- Helped drive company-wide effort to move projects to push-on-green. Succeeded in meeting OKRs by driving rate of push-on-green deployed tickets from 40% to 90%.
- Planned and executed project to enable a large legacy backend service to use push-on-green, which required measuring and improving test coverage, enabling use of hermetic integration testing via an in-house tool built on top of Kubernetes, streamlining the deployment pipeline, and overcoming both social and technical hurdles.
- Wrote and delivered a git merge driver to automatically resolve conflicts in build.lock files, reducing developer frustration and preventing people from avoiding static dependencies.
- Wrote and delivered a test running framework to run tests continuously, collect output and artifacts, and analyze them in order to measure pass rates, flake rates, and reliability.
- Participated in regular weekly Software Development Lifecycle Guild meetings where I contributed to long term planning for Indeed's developer workflow and tool ecosystem.
- Assisted in training and mentoring by contributing to some documentation and presentations around the push-on-green effort. Was the sole contributor in other training like the Test Reliability Playbook and related efforts to improve test reliability across SMB and the company as a whole.

Cloudera, Inc. – Palo Alto, CA and Austin, TX
Build and Release Engineer (IC4)

May 2016 – January 2020

- Solely responsible for writing, testing, and deploying several features for the Automated Review Tool (ART) which launched tiered test runs for developer submitted code reviews. ART ensures a successful build for each proposed change, and upon completion runs increasingly comprehensive tiers of test execution. ART is a Python Flask application.
- In support of a migration to a Docker based build system, rewrote build and test code to deliver more reliable and developer friendly builds. The end result

achieved cost savings and decreased maintenance burden. Backported system to legacy branches as well. The polyglot stack included Python, Java, C++, and others in the Hadoop ecosystem.

- Migrated 30+ independent component teams to a new commit workflow and implemented new build and test code wherever necessary. Significantly improved build stability and reduced developer roadblocks due to broken builds. Before merging changes, this new system vetted all developer commits by running unit tests, an additional full stack build, and later tiered integration test runs, to supplement code reviews.
- Designed, wrote, tested, and delivered a validation tool to confirm artifacts released to public website match expectations.
- Regarded as company-wide Git expert and defacto owner of all Git services. Responsibilities included configuring and maintaining multiple instances of Gerrit, including replication between Gerrit instances and GitHub, supporting issues like repository corruption and authentication issues, and consulting on Git best practices such as repository partitioning and layout, branching strategies, etc.
- As part of the on-call rotation, supported all developer workflows and product branching/releases by resolving hundreds of tickets impacting individuals across the company.

PernixData, Inc. – San Jose, CA

Tools Engineer

June 2015 – May 2016

- Sole developer in the migration from a legacy Git server to Atlassian Bitbucket Server.
- Sole developer of several additional plugins for the Atlassian ecosystem. See open source section below, source available.
- Designed, wrote, tested, and delivered a fix tracking tool called the Entomologizer, for which I was solely responsible.
- Exclusively responsible for maintaining legacy build systems while contributing to a new build system.
- Primary developer responsible for releases and branching activities.

Palantir Technologies, Inc. – Palo Alto, CA

Software Engineer, Internal Tools Team

April 2009 – June 2015

- Exclusively led the migration of company-wide source control from Subversion to Git which delivered a build system that guaranteed build stability and enabled automated code testing. Palantir realized significant gains in productivity and quality.
- As primary developer, wrote and maintained several plugins for the Atlassian ecosystem. Delivered reduced support burden by enabling self-service access to the build system for all projects in the company. See open source section below, source available. By 2015, over 500 projects were building using Stashbot, one such example on which I was the sole developer.
- As the first and most tenured engineer on the ITOOLS team, provided scaled support through guidance, best practices, customized tools, just-in-time solutions, and proactive recommendations that decreased the support burden and facilitated the exponential expansion of the company as they grew from 200 to over 1000 employees.

- Did many recruiting activities. Helped to craft job descriptions to appeal to the correct candidates. Trained others on effective interviewing techniques both social and technical, and personally did over 200 interviews for the company.

Amazon.com – Seattle, WA
SDE, Multiple Teams

March, 2006 – January, 2009

- As project tech lead, worked on a localization tool which improved turn around times and reduced costs for string translation.
- Helped maintain and support a complex build system used by over 2000 developers which enforced unrivaled reproducibility, consistency, and dependency management. The tool regularly built a codebase which exceeded 200GB and 8 million files, split across more than 13,000 discrete packages.
- Performed porting and developed porting tools to assist in the migration to updated versions of Redhat Enterprise Linux, including 64-bit, saving the company over \$20M during a single year's Q4 scaling.
- Designed and implemented a distributed application which allowed internal customers to view logs for the build system to assist in debugging.
- As primary owner of the source control repository for the company, migrated to new hardware, upgraded software, and ensured backups were functioning.
- Contributed to the Environment Improvement Ninjas, a skunkworks project where I used personal time to write tools to improve developer productivity. The Environment Improvement tools are, to the best of my knowledge, still used by almost every developer at Amazon today.

EDUCATION

Purdue University, Lafayette, IN

- Graduated in December of 2005 with a Bachelors degree in Electrical and Computer Engineering.

PROGRAMMING AND TECHNOLOGY EXPERTISE

- Git: 9 / 10, over 10 years experience, extremely proficient (GitHub, Gerrit, Stash/Bitbucket, Git Internals, other SCM)
- Debian/Ubuntu Linux: 8 / 10, many years experience
- Java: 8 / 10, over 10 years experience (including some Java 8/9 features)
- Infosec: 8/10, over 10 years experience (including networking, custom firewall design, encryption, crypto currency as a user, designing security-first services, threat modeling)
- Python: 6 / 10, 6 years experience (including some Python 3 features)
- Ruby: 5 / 10, 4 years experience
- Perl: 5 / 10, 3 years experience
- C++: 5 / 10, 3 years experience
- Bash/Zsh: 5 / 10, over 10 years experience
- SQL (MySQL, PostgreSQL, Oracle): 3 / 10, many years experience
- Gradle: 5 / 10, many years experience
- Maven: 5 / 10, many years experience
- GNU Make: 5 / 10, many years experience
- Centos/Redhat Linux: 5 / 10, many years experience
- Golang: 1 / 10, interested in learning more!

- Rust: 1 / 10, interested in learning more!
- **What do I mean by these numbers? Read more on my blog:**
<https://git.io/fjb0f>

OPEN SOURCE WORK	Atlassian Bitbucket Server Plugin: Stashbot https://github.com/terabyte/stashbot	Primary Author
	Atlassian Bitbucket Server Plugin: Codesearch https://github.com/terabyte/stash-codesearch-plugin	Primary Author
	QBT - QBT Build Tool http://qbtbuildtool.com	Core Developer
	Atlassian Bitbucket Server Plugin: Disapproval Plugin https://github.com/terabyte/stash-disapproval-plugin	Primary Author

INTERESTS Open Source Software, Epistemology, Classical Music, Orchestral Cello, Scientific Pursuits, Poker, Video Games

REFERENCES Available upon request