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SUMMARY

As both an Engineering Manager and Staff Software Engineer with 20 years of industry experience, I am passionate about building organizations, tools, and workflows that multiply productivity. With world-class tools and support, organizations can empower developers and free them to focus on delivering value to customers.

DIVERSITY STATEMENT

I believe that inclusion and diversity of views, experiences, and backgrounds are key components to building the most successful and productive teams and fostering an atmosphere where the most skilled people can thrive.

RECRUITMENT NOTES

I am most interested in roles that enable relocation to Canada or other non-US locales. I am a US citizen.

There are three versions of this document available. They include: A resume focused on my management experience, a resume focused on my individual contributor experience, and a resume with complete work history and details. They are linked below.

http://cmyers.org/resume/resume-mgr-short.pdf	Manager Resume
http://cmyers.org/resume/resume-ic-short.pdf	IC Resume
http://cmyers.org/resume/resume-full.pdf	Full Resume(**this doc**)

EXPERIENCE

Indeed, Inc. – Austin, TX and Remote   **January 2020 − Present**
Software Engineering Manager, CI Platform   **September 2022 − Present**

- Managed a team of up to 12 engineers, including interns and Junior Engineers to Staff Engineers. Grew and developed the contractor support team into a full-development augmentation team. Provided consistent 1-on-1s and mentoring for engineers and managers, both within the coaching tree and outside it. Helped grow the team both through hiring and promotion, including multiple individuals' Senior Engineer promotions. Collaborated with cross-functional partners to set and measure OKRs, prioritize features, and engage customers in our projects.

- Successfully owned and executed a company wide migration from Jenkins to GitLab CI. Drove OKR of sunsetting the old system (30,000 jobs across 2,000 projects performing 10,000 builds per week). The current system runs over 150,000 builds per week. The migration was highlighted externally as a success story by the CEO of GitLab (https://youtu.be/zU7Q1sQRBlM?t=645).

- Drove multi-year effort to gain buy-in and eventually execute conversion to a higher-tier GitLab license, yielding seven-figure savings through simplification and rationalization of multiple products including SAST/DAST scanning and homegrown compliance tools.

- Balanced efforts to achieve stability of critical artifact services (Sonatype Nexus) while also driving the project to replace the legacy system with a more scalable cloud-native solution (Cloudsmith).

- Drove the team to use innovative solutions to accomplish our goals. We prioritized and encouraged external contributions (inner-source model), resulting in a 10-fold increase in contributions during a 6 month timeframe. This was essential to meeting OKRs both for our team and our sibling teams. Engineers of all levels (Intern to Principal Engineer) participated and this created opportunities for mentorship and cross-organizational impact for our team.

- Coached a peer in their transition from Staff Engineer to Engineering Manager. Provided support and helped ensure a successful and smooth transition.
- Indeed relies upon GitLab, an open-source project, for our SCM and CI needs. Prioritized 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. An unrelated blocking bug was discovered during the intern project and we were able to fix it ourselves and contribute it to GitLab. We were able to prevent delays in other projects because we anticipated this risk and started this effort in advance.
- Championed a major company-wide build tool project as a thought leader for the entire organization, influencing others including Staff and Principal architects. Created collaboration channels including a Slack channel, problem space review, team proposal, and other larger discussions resulting in funding for an independent team to carry the project to fruition.
- Participated in recruiting and interviewing senior industry hires for many teams at Indeed. Became calibrated on multple interview types (Whiteboard, Architecture). Leveraged interviewing experience to quickly fill open headcount on my own team, hiring multiple engineers and mitigating the negative impacts of attrition.

Staff Software Engineer, CI Platform   **July 2021 – August 2022**

- As Tech Lead, 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 adoption in the new system from 25% to 37% during a 4-month period.
- 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 Junior Engineer to Senior Engineer. Performed code reviews and design reviews to guide other engineers. Participated in interviewing including for senior industry hires.

Staff Software Engineer, SMB Eng Excellence   **January 2020 – July 2021**

- Contributed to an effort to determine the root cause and fix server toast errors across the organization. This enabled force-multiplying workflow improvements such as enabling request tracing across many services and ensuring the data was available in Datadog APM and Kibana.
- Worked across the SMB organization to move projects onto a platform for isolating testing environments. This reduced failures due to testing dependencies in the shared QA environment and ran significantly faster than previously. Daily work included jumping into a new codebase 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 a project to enable a large legacy backend service to use push-on-green. Measured and improved test coverage, enabled use of hermetic integration testing via an in-house tool built on top of Kubernetes, and streamlined the deployment pipeline. This created consensus and enabled the project.

- 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 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.

- Independently authored documentation and presentations for the push-on-green effort, driving training and mentoring across the company.

Cloudera, Inc. – Palo Alto, CA and Austin, TX
Build and Release Engineer   **May 2016 – January 2020**

- 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.

- Solely responsible for writing, testing, and deploying several features for the Automated Review Tool (ART), a Python flask application, 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.

- 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.

- Designed, wrote, tested, and delivered a validation tool to confirm that the artifacts released to the public website match expectations.

- Regarded as company-wide Git expert and de facto owner of all Git services. Responsibilities included configuring and maintaining multiple instances of Gerrit, including replication between Gerrit instances and GitHub, supporting issues such as repository corruption and authentication, 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**

- As the first and most tenured engineer on the ITOOLS team, provided technical leadership 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 we grew from 200 to over 1000 employees.
- Grew the team from two engineers to over ten. Performed many recruiting activities for the team and across the company. Helped to craft job descriptions to appeal to the correct candidates. Trained others on effective interviewing techniques both social and technical, and personally performed over 200 interviews for the company.
- 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. Worked with cross-functional partners to provide support and documentation as customers learned the new system. As a result, full migration was achieved and 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. By 2015, over 500 projects were building using Stashbot. Improved code quality by enabling negative review signal to block merges via the Disapproval plugin. Improved developer workflows by delivering improved code search plugin. **See open-source section below, source available.**

Amazon.com – Seattle, WA
Software Engineer, Multiple Teams **March, 2006 – January, 2009**

- 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.
- As project tech lead, worked on a localization tool which improved turnaround times and reduced costs for string translation.
- Designed and implemented a distributed application which allowed internal customers to view logs for the build system to assist in debugging and reduce support burden.
- 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 grassroots 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 Bachelor's degree in Electrical and Computer Engineering.

MANAGEMENT SKILLS
- Vendor Management: Managed multiple vendors in 7+ figure engagements for business critical services. Included migrations, licensing, driving feature delivery, and managing multiple dependencies across the organization (3 years)
- Running Engineering Teams: Managed teams owning multiple business critical services. (6 years, 3 as Tech Lead, 3 as Manager)
- Project Management: Worked directly with project management partners to prioritize features, ascertain customer needs, measure impact of new features on customers, and assess customer experience via net promoter surveys (5 years)
- Performance Enablement: Oversaw multiple promotions and successful performance improvement plans (3 years)
- Coaching: Coached individuals across all levels inside and outside direct coaching tree and in transition from IC to Manager.

PROGRAMMING AND TECHNOLOGY SKILLS
- Git: 9 / 10, over 10 years experience, extremely proficient (GitLab, GitHub, Gerrit, Stash/Bitbucket, Git Internals, other SCM)
- Linux: 8 / 10, over 20 years experience (Debian, Ubuntu, Redhat/Centos, troubleshooting, kernel compilation and sysadmin)
- Infosec: 7 / 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, 8 years experience
- Java: 6 / 10, over 10 years experience
- Kubernetes: 5 / 10, 5 years experience (ArgoCD, Terraform, Helm)
- Ruby: 5 / 10, 4 years experience
- Perl: 5 / 10, 3 years experience
- C++: 5 / 10, 3 years experience
- Bash/Zsh/Shell: 5 / 10, over 10 years experience
- SQL (MySQL, PostgreSQL, Oracle): 3 / 10, many years experience
- Gradle: 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	**healthdata.tools**	Project Founder
	https://gitlab.com/healthdatatools/healthdata.tools	
	GlobalCopy.io	Project Founder
	https://gitlab.com/globalcopy/globalcopy.io	
	QBT - QBT Build Tool	Core Developer
	http://qbtbuildtool.com	
	Atlassian Bitbucket Server Plugin: Stashbot	Primary Author
	https://github.com/terabyte/stashbot	
	Atlassian Bitbucket Server Plugin: Codesearch	Primary Author
	https://github.com/terabyte/stash-codesearch-plugin	
	Atlassian Bitbucket Server Plugin: Disapproval Plugin	Primary Author
	https://github.com/terabyte/stash-disapproval-plugin	

INTERESTS   Open-Source Software, Poker, Electronics and Repair, Video Games, Epistemology, Classical Music, Orchestral Cello, Scientific Pursuits

REFERENCES   Available upon request