

# Carl Harris Myers

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**SUMMARY** As a 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.

<a href="http://cmyers.org/resume/resume-mgr-short.pdf">http://cmyers.org/resume/resume-mgr-short.pdf</a>	Manager Resume
<a href="http://cmyers.org/resume/resume-ic-short.pdf">http://cmyers.org/resume/resume-ic-short.pdf</a>	IC Resume( <b>this doc</b> )
<a href="http://cmyers.org/resume/resume-full.pdf">http://cmyers.org/resume/resume-full.pdf</a>	Full Resume

**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 sunseting 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/zU7Q1sQRBIM?t=645>).
- 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.
- Participated in recruiting and interviewing senior industry hires for many teams at Indeed. Became calibrated on multiple 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**

- 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%.

**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.
- 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.
- Regarded as company-wide Git expert and de facto owner of all Git services.

**PernixData, Inc.** – San Jose, CA

*Tools Engineer*

**June 2015 – May 2016**

- Primary developer responsible for releases and branching activities, build system engineering and tooling, CI and SCM infrastructure and software, and more.
- Sole developer of several additional plugins for the Atlassian ecosystem. See open-source section below, source available.

**Palantir Technologies, Inc.** – Palo Alto, CA

*Software Engineer, Internal Tools Team*

**April 2009 – June 2015**

- Provided technical leadership that 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.
- As primary developer, wrote and maintained several plugins for the Atlassian ecosystem.

**Amazon.com** – Seattle, WA  
*Software Engineer, Multiple Teams*

**March, 2006 – January, 2009**

- Supported a build system used by thousands of engineers to build tens of thousands of packages every week and which guaranteed reproducibility, consistency, and dependency management.
- Responsibilities included maintenance of hardware and software for SCM and CI systems, in addition to building productivity tools such as a tool for easily viewing massive build logs and finding errors quickly. Also contributed to 64-bit Linux porting efforts which resulted in a savings of over \$20M during a single year's Q4 scaling.

## **EDUCATION**

**Purdue University**, Lafayette, IN

- Graduated in December of 2005 with a Bachelor's degree in Electrical and Computer Engineering.

## **MANAGEMENT SKILLS**

- Management skills include Vendor Management, Running Engineering Teams, Project Management, Performance Enablement, Coaching, and Driving Long-term Vision. For details, see the Full Resume.

## **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
- For a more complete list, see the Full Resume.
- **What do I mean by these numbers? Read more on my blog:**  
<https://git.io/fjb0f>

## **OPEN-SOURCE WORK**

**healthdata.tools**

<https://gitlab.com/healthdatatools/healthdata.tools>

Project Founder

**GlobalCopy.io**

<https://gitlab.com/globalcopy/globalcopy.io>

Project Founder

**QBT - QBT Build Tool**

<http://qbtbuildtool.com>

Core Developer