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SUMMARY

As an engineering manager with 20 years of industry experience in internal tools, I am passionate about building teams, organizations, and products 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**(this doc)**
http://cmyers.org/resume/resume-ic-short.pdf	IC Resume
http://cmyers.org/resume/resume-full.pdf	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 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**

- 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.

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. 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.

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

- For a more complete list, see the Full Resume.

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
- Individual Contributor skills include experience in Git, Linux, Infosec, Python, Java, Kubernetes, Ruby, Perl, C++, Bash/Zsh/Shell, SQL, and Gradle. For details, see the Full Resume.

OPEN-SOURCE WORK   Projects include build tools, Atlassian Ecosystem Plugins, and capstone projects run in my free time with CS students. For a more complete list, see the Full Resume.