

# Engineering Manager

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## SUMMARY

Engineering Manager who builds teams that ship AND stay. I've built engineering orgs from zero to 12 engineers three separate times.

**Leadership:** Team Building, 1:1 Mentorship, Performance Management, Career Development, Culture Building, Hiring & Retention

**Strategy:** Technical Roadmaps, Resource Planning, Stakeholder Management, Cross-Functional Alignment, Executive Communication

**Execution:** DORA Metrics, Agile/Scrum, Risk Management, Incident Response

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## EXPERIENCE

### Staff Software Engineer | AI Systems Architect, Unicity International | Provo, Utah Jan 2025 – Jan 2026

*Tech Stack: GenAI, LLMs, TypeScript, Python, AST Parsing, PHP, AWS, Kubernetes, GitHub Actions, CI/CD, Context Engineering, MCP*

- Built multi-agent AI migration system with 5 specialized sub-agents, reducing endpoint migration time from hours to under 10 minutes—enabled 289 endpoint migrations at unprecedented velocity.
- Reverse-engineered legacy compiled Acucobol systems without source access, producing 45+ migration specifications (1.75MB/50,000+ lines) through AI-assisted bytecode analysis with 99%+ query accuracy.
- Orchestrated 34 parallel AI agents for migration validation framework, achieving 90% error reduction in schema mapping (validation suite, before/after comparison).
- Designed Truth Source Architecture enabling AI agents to consume documentation and refactor code without hallucination—patterns now adopted organization-wide.
- Built AI sprint intelligence system using historical transcripts as knowledge base—benchmarked against human estimates at +/-1 story point (blind comparison, 6 sprints), achieving 2.5x throughput (story points over 6 sprints) and 13% sprint efficiency gain.
- Designed AI governance framework—read-only agent accounts, DevOps approval workflows, failure-as-state design principles—after identifying blast radius from an unscoped agent action.

### Engineering Manager / Technical Lead, Unicity International | Provo, Utah Nov 2023 – Jan 2026

*Tech Stack: Redis, Datadog, LaunchDarkly, PHP, Laravel, Docker, AWS, CI/CD, TravisCI, BPF*

- **Retention Through Delivery:** Zero attrition during 289-endpoint migration while supporting engineers' advancement to Senior/Staff. Replacement cost is material at Staff+; retention preserves execution capacity.
- **Cultural Velocity Engine:** Maintained high-frequency validation loop (PRs, ADRs, checkpoints, recognition) with decision records. Direct report: 'You made it very healthy for me to develop and innovate.' That culture delivered 4x throughput.
- **Protective Leadership:** Said 'no' to scope creep that would have burned out the team. Negotiated realistic timelines with data, not emotion. Result: on-time delivery, \$336K+ freed for product work, team intact.
- **Executive Trust:** Shaped decisions in every Trio and Tech Lead meeting for 2+ years. Built credibility to push back when engineering needed protection by presenting tradeoffs with quantified risks.

### Principal Engineer, ButcherBox | Remote Feb 2022 – Oct 2023

*Tech Stack: OpenAI GPT-3, React, TypeScript, Node.js, Azure, Kubernetes, CI/CD, GitHub Actions, Shopify, Instacart*

- **Executive Partnership:** Provided strategic technical guidance to leadership on application roadmaps, risk management, and team investments.
- **Mentorship at Scale:** Developed structured growth frameworks for engineering org, establishing promotion criteria and development paths.
- **Cross-Department Influence:** Built relationships with Operations, Customer Service, and Product leadership. Engineering investments tracked to what the business actually needed.

### Senior Lead Software Engineer, ButcherBox | Boston, Massachusetts Jul 2019 – Feb 2022

*Tech Stack: Kubernetes, Helm, Docker, Event-Driven Arch, Microservices, Azure, TypeScript, CI/CD, GitHub Actions, Zendesk*

- **Organization Building:** Built Operations engineering team from 0 (solo) to 9 engineers, structuring into 3 specialized squads (Operations backend, CS Support, API migration), then transitioned to lead all 3 teams (12 engineers total).
- **Crisis Leadership:** Led team through 10x COVID surge with zero attrition, maintaining velocity and morale while handling 50% MoM order volume growth.
- **Growth Group Leadership:** Identified as top performer and placed in cross-departmental leadership development program. One of two engineers selected org-wide.

**VP of Engineering & Lead Systems Architect (Founder), O2O HQ | O2O Global Marketplace | American Fork, Utah**

**Jun 2015 – Nov 2018**

*Tech Stack: AWS, Aliyun, PHP, Rest API, Fintech*

- Designed distributed architecture spanning AWS (US) and Aliyun (China), solving 'Great Firewall' latency and enabling seamless cross-border e-commerce.
- Architected unified logistics engine integrating 8+ international providers, automating bonded/free-trade import logic across 3 countries.

**Principal Engineer, Janeiro Digital | Boston, Massachusetts**

**Jan 2019 – Apr 2019**

*Tech Stack: Solid Protocol, React, Node.js, Decentralized Web*

- Rescued failing insurance platform 6 months behind schedule by restructuring architecture and coordinating 6-8 remote developers—delivered on-time with zero regulatory compliance issues.
- Delivered real-time quoting engine handling complex state-specific regulations for all 50 states, processing quotes in under 2 seconds across 200+ rule variations.
- Coordinated blended remote/on-site team under pressure, maintaining stakeholder confidence through transparent communication and consistent weekly delivery milestones.

**Founder & Principal Solutions Architect, Antic Solutions | Springville, Utah**

**Jan 2013 – Jun 2017**

*Tech Stack: Node.js, Angular, PHP, E-commerce*

- Secured and executed multiple NewBalance.com contracts, directing performance engineering that improved page load times 40% and increased conversion rates measurably.
- Operated as Fractional CTO for 5+ enterprise clients simultaneously, managing end-to-end SDLC and establishing engineering standards that outlasted engagements.

**Software Engineer, InsideSales.com | Provo, Utah**

**Jul 2014 – Oct 2014**

*Tech Stack: AngularJS, Symfony 2, Doctrine, PHP, Salesforce, Git*

- Delivered the only two new features for PowerStandings in 90 days while prior developers performed only maintenance—demonstrating high productivity in short tenure.
- Implemented linter, test pass requirements, and minimum coverage commit blockers—establishing code quality gates that raised engineering bar for entire team.

## EDUCATION

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**Computer Software Engineering**

2010 - 2013

Utah Valley University

**Associate's Degree, Pre-Professional Associate in Science**

2007 - 2009

Utah Valley University

## PATENTS

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**Optimized Caching and Updating of Custom Assets RSS Algorithm (2012)**

Process Patent for a native asset caching system that significantly improved load speeds across fragmented mobile platforms.

## HONORS & AWARDS

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Eagle Scout + 3 palms | New Century Scholarship | Dean's List