Staff Engineer (Leadership)

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SUMMARY

Staff Engineer who multiplies the impact of everyone around me. 558 peer recognitions given over two years, not points in a system, but the daily commitment that builds social capital for hard technical pivots.

Leadership: Cross-Team Coordination, Technical Mentorship, Engineering Standards, Strategic Planning, Knowledge Transfer, Culture Building

Technical: Microservices, Kubernetes, AWS/Azure, Event-Driven Arch, CI/CD, Observability

Practices: Code Review, Architecture Decisions, Load Testing, Incident Response

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

- **Cultural Velocity Engine:** Maintained high-frequency validation loop (PRs, ADRs, checkpoints, recognition) over 2 years, building social capital that enabled org-wide adoption of architectural standards organically.
- **Organizational Need to Mechanism:** As incident load outpaced team growth, shipped unified debugging surface (Redis/Xdebug/BPF). Service restored in minutes during real incidents. Tools adopted voluntarily across 5 teams.
- **Standards That Survive:** Led first load test in company history, 5 sessions, no customer-impacting failures. Established observability playbooks and decision records adopted org-wide.
- **Operational Excellence:** Unified diagnostic tooling with deterministic fallbacks, reducing L1/L2 overhead from 25% to <5%. Engineers focus on building, not firefighting.

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

- **Cross-Department Influence:** Partnered with Operations, Customer Service, and Engineering leadership to align technical investments with business priorities.
- **Standards Documentation:** Created architectural decision records (ADRs) and technical specifications that outlasted individual contributors—knowledge transfer that doesn't walk out the door when someone leaves.
- **Automation Culture:** Introduced AI-assisted development practices. Teams moved from skepticism to building with AI tools by default.

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

- **Reference Platform:** Built platform recognized internally as the benchmark for Testing, Stability, Documentation, Innovation, and cross-department collaboration.
- **Multi-Team Coordination:** Built Operations team from 0 (solo) to 9 engineers across 3 specialized squads, then led all 3 teams (12 engineers total) through cloud-native migration—establishing microservice patterns adopted company-wide.
- **Technical Mentorship:** Developed structured onboarding and growth frameworks, accelerating new engineer productivity by 40%.

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.

EDUCATION

Computer Software Engineering   2010 - 2013
Utah Valley University

Associate's Degree, Pre-Professional Associate in Science   2007 - 2009
Utah Valley University

PATENTS

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

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