

OBJECTIVE Seeking exciting engineering projects and organizations where I can contribute.

Warner Music Group (WMG) / Distinguished Software Engineer

APRIL 2023 - FEBRUARY 2024, REMOTE

EXPERIENCE

Engineering Leadership (2023-2024)

- With a new mandate from the board of directors, WMG was transitioning from outsourcing much of their engineering needs to building a new, in-house engineering organization.
- I was the most senior engineer at WMG and, in that role, I helped to define the engineering culture, tools, processes and best practices in this nascent engineering division.
- I led and implemented a project that saved the company \$14k/month in costs while realizing \$500k/month in incremental revenue while improving request latency by ~30000x.
- Key participant in hiring and onboarding new engineers as we grew the org to 200 people.

Facebook / M2 Engineering Manager

OCTOBER 2020 - JANUARY 2022, BELLEVUE, WA & REMOTE

AI Infrastructure (2020-2022)

- I lead an org of four teams and ~forty engineers that owned the authoring SDK, pipeline orchestration, fleet scheduling, and observability used to train the majority of ML models at Facebook.
- Measured and improved training reliability, oversaw several successful migrations in the training stack, and improved team engineering culture and software quality.

Google / Senior Engineering Manager / Senior Staff Software Engineer

DECEMBER 2005 - JANUARY 2020, KIRKLAND, WA

Developer Infrastructure (2016-2020)

- I led an effort to make Google's world-class, internal developer tools available to our cloud customers and Alphabet companies.
- My organization also supported and improved several key tools that keep Google's ~50k internal developers working efficiently and productively.
- I took Google's [Cloud Source Repositories](#) (git hosting and code search) product from being stuck in alpha for years to a full GA launch and increased adoption from under 10k to 50k+ 30dA users.
- I managed six teams across three geographies and ~fifty software engineers.
- One of those teams (fifteen people including an L1 manager) I hired directly; the other teams I inherited and integrated.
- I overhauled [cs.chromium.org](#) and created [cs.opensource.google](#), [cs.android.com](#) and [source.bazel.build](#).
- Experience defining and communicating vision, setting goals and priorities, building a healthy engineering culture, growing engineers' careers, working with new managers, hiring, building teams, relocating teams, and (unfortunately) managing people out when it was necessary.
- Responsible for tools designed to make code easier to read, understand, analyze, edit, search, review and debug.
- Proven track record of working effectively across the engineering organization and with partner teams like UX, SRE, and tech writing.

DoubleClick Search (2009-2016)

- [DoubleClick Search](#) is the industry-leading [SEM](#) solution.
- In 2009, however, it was the industry's #4 SEM solution. Because of the work of my team we went from #4 to #1 in a span of less than five years growing both spend under management and revenue by an order of magnitude.
- I led the DS backend, infrastructure and bid optimization teams, a group of ~twenty engineers.
- I designed and implemented the data model, stats schema and reporting stack for DS.
- These DS internal systems were largely rebuilt based on the semantic functionality requirements of a "legacy" system, redesigned for improved speed and scale. This rebuild happened during a period of about 9 months in 2009-10 during a "code yellow" which I helped to lead.

- I've systematically measured and improved the latency of the DS reporting system, a key competitive advantage for the product. Reports that used to take 30+ minutes now finish in seconds.
- The codebase is C++, java, continuous processing, and mapreduce.

AdWords Optimization (2005–2009)

- Tech Lead of a project implemented by five engineers computing actionable intelligence for advertisers. It involved large scale data processing, indexing, segmentation, storage, and reporting.
- Tech Lead for AdWords backend services for keyword semantic clustering, generation and suggestion.
- The keyword-related projects I led were responsible for hundreds of millions of USD of annual incremental revenue for Google.
- These projects were implemented in C++ and java, and involved mapreduce.

Miscellaneous

- Recipient of two Google Operating Committee awards (2008, 2009)
- Recipient of one Google Citizenship award (2014).
- DoubleClick Search was a top 10 company achievement for Google in 2010.
- Recipient of numerous peer bonuses, spot bonuses and kudos awards.
- Heavily involved in the Google mentoring and hiring programs.

Microsoft / Software Design Engineer

JULY 1998 – NOVEMBER 2005, REDMOND, WA

Windows NT Kernel (2000–2005)

- Windows architecture and Win32/64 programming expert.
- I wrote and maintained stress, functionality and regression test code for the NT PE loader, process management, thread dispatcher, and memory management kernel subsystems.
- Experience with user and kernel mode debugging; wrote several debugger extensions for ntsd and kd.
- Worked in C, x86/x64/IA64 assembly.
- Found hundreds of bugs in the Windows codebase.
- Bootstrapped my team's code review and mentoring processes.
- Helped to ship Windows XP, Windows Server 2003, XPSP2, WSSP1.

Windows for Express Networks (1998–2000)

- Implemented the file sharing (via SMB) and Internet connection sharing (via NAT) features on a fixed-function "server appliance" device.

IBM, Nortel / Engineering Internships

SUMMER 1995, 1996, 1997, RESEARCH TRIANGLE PARK, NC

Virginia Tech / Bachelor of Science, Computer Science

MAY 1998, BLACKSBURG, VA

EDUCATION

SKILLS

Engineering toolchain, culture, and best-practice definition. Team and organization leadership. Defining and communicating vision. Project planning. Building teams, growing managers and engineers. Executing. Specifying, designing and implementing complex software solutions and distributed systems. Writing solid code.

C, Java, C++, Python, golang, parallel and distributed computing, continuous processing pipelines, "big data", software optimization.

REFERENCES

Available upon request