

ABOUT

I am a Software Engineering Manager currently working at Indeed in Austin, TX. I've been at Indeed for around seven years. During this time, I have worked as both an individual contributor as well as in technical and managerial leadership positions. My [coaching philosophy](#) centers around thoughtfully serving my team. I favor listening over talking, trust over micro-management.

EXPERIENCE

2019 → Present

Software Engineering Manager – Indeed

I currently lead a software engineering team within Indeed Hire, a recruiting services platform. As a manager, I mentor, grow, and evaluate my team. I work with individuals on personal opportunities for growth, with our PM to co-lead the team, and with the team as a whole to ensure we are focusing on the right work. I also continue to remain technical, helping to design new systems and write code when the opportunity presents itself.

Current Responsibilities

- Coach, mentor, and evaluate a team of software engineers
- Collaborate with product management to prioritize, define, and measure experiments
- Collaborate with product management, QA, and other engineering leadership to make my team and others successful.
- Design and implement product features
- Provide technical mentorship to my team and others
- Conduct interviews for SWE and QA (500+, some internationally)
- Ensure smooth deployment of new features via iterative team process changes

2017 → 2019

Senior Software Engineer / Team Lead – Indeed

Within Indeed Hire, I have been the tech lead on several teams, building out architectural pieces of code, mentoring new hires and working with product managers to decompose and realize our goals.

Summer 2017

Indeed University Lead – Indeed

I participated in Indeed's onboarding experience for new hires as a lead. I mentored new hires while getting some first-hand experience being a manager.

2014 → 2017

Software Engineer – Indeed

I was an individual contributor on the Business Automation Team and later Indeed Hire.

BACKGROUND

Frontend

- React
- CSS (SASS)
- Responsive Design / UX

Backend

- Python (Django, Flask)
- Java (Spring)
- SQL (MySQL)
- RabbitMQ

Education

Rice University
B.S. Computer Science
2010 → 2014