

I am an enthusiastic and outgoing engineering leader (3 years) and contributor (14 years), with a strong background in team management and backend development. I focus on fostering and mentoring talent, team advocacy, and driving continuous improvement within and across engineering teams.

In my 11 years at CPAP.com, I grew from an IC into a leader, designing and delivering many complex projects, and contributing heavily to the success of the company. The next 3 years at Wattpad led to me being rapidly promoted from IC to manager, to build and lead a new Backend Services team. I achieved a 0% attrition by fostering a culture of trust, mentorship, and skills growth, while delivering over 90% of our Product projects on time. I also oversaw multiple engineering projects, massively upgraded our PHP monolith, implemented several cost-saving measures, and personally contributed to both design and code.

I'm also writing a series on building a web app, showing the process from idea and planning to actual code! Have a look: [Building Tailgunner](#)

WORK EXPERIENCE

Wattpad Corp.

Remote, Nov 2021 - Oct 2024

Engineering Manager (2023)

- Team Impact –
  - Built a new Backend Services team (8 members), which owned the core PHP monolith, and multiple critical Go services. We were responsible for backend implementations to support reading, writing, engagement, and safety, and created multiple high-traffic features.
  - Hired 7 of the 10 engineers on the team, and developed a high-trust environment which led to zero attrition on my team.
  - Coached team in Agile practices, and built an optimized process that allowed us to deliver over 90% of our Product projects within 3 days of estimate, while also running Engineering projects, and maintaining a high resource allocation.
  - Boosted team visibility with technical writing, presentations, and a monthly update blog, while coaching members through communication challenges.
  - Ensured maintenance, security, and bug fixing were addressed on an ongoing basis, including the completion of a multi-year effort to upgrade our PHP monolith from PHP 7.2 to PHP 8.3. Additionally, oversaw projects for cost savings, including a recent technology change that saved ~\$22k/month.
- Personal Impact –
  - Screened and interviewed dozens of candidates for backend teams, for both career and technical interviews, with multiple successful long-term IC hires.
  - Contributed to, and coached team members through, planning and documentation for multiple projects.
  - Implemented multiple changes to our PHP monolith to alleviate demands on the team.
  - Championed several departmental proposals, including the creation of an app deprecation policy for the client teams. Helped plan, organize, and execute departmental initiatives, including two hackathons, and a recent on-site engineering team gathering at Wattpad HQ.

Acting Engineering Manager / Senior Software Engineer (2022)

- Lead Core Entities team (3 members) through projects dealing with our core data objects, including deploying a new API for our comment data on a new PHP stack. Facilitated design and planning meetings, and produced project documentation.
- Developed a highly successful moderation tool using TwoHat, enabling the Trust & Safety team to moderate over 600% more comments per month.

Senior Software Engineer (2021)

- Ran / participated in hiring interviews, including screening for a new internship position.
- Ran complex maintenance projects, including upgrading our monolith PHP version to improve security usage and decrease AWS costs, as well as an implementation of a third-party content moderation service for user public comments, processing 500 comments / second.

CPAP.com

Remote, Oct 2010 - Nov 2021

Software Team Lead / Lead Software Engineer (2020)

- Managed a global team of developers, responsible for all backend order processing software. Worked with another lead engineer to co-develop a new data warehouse to support accurate financial metrics for reporting and forecasting.

Lead Software Engineer (2013) / Software Engineer (2010)

- Participated in hiring, mentorship, and training for software engineers, while sharing code review and release responsibilities with other lead engineers.
- Worked closely with the CEO and product team to lead and support multiple complex projects, while maintaining regulatory compliance. These projects included implementation of Cognos BI, a complete WMS and purchasing system rewrite, Solr-based customer and email search, and a distributed DB query auditing system (4.6k/sec/process). Supporting the WMS, created and managed a distributed software stack to facilitate all aspects of warehouse invoice and shipping label printing and management, among other processes, and completed a transition from Endicia to EasyPost for label management.

Owner, Unusual Events Corp

Moncton NB; Jan 2024 - Present

Consultant Web Developer, Freelance

Remote; 2004 - Present

Support Technician, JD Irving / Brunswick News Inc.

Moncton NB; Sept 2008 - Feb 2009

Web Developer, eFireball Media

Remote; Oct 2007 - Jul 2008

EDUCATION / CERTIFICATIONS / SKILLS / INTERESTS

Education: Network Administration, Oulton College (2005 - 2006)

Certifications: CompTia A+ Certified Professional, Credential ID COMP001004523732

- Skills

Interests
- Leadership, research, product development, analytical thinking, teamwork, creative problem solving, coaching / mentoring, Agile / Scrum, data analysis, project management  
PHP, Python, MySQL, RabbitMQ, Javascript / Typescript, Laravel, Vue.js, Node.js, React, Solr, AWS, Terraform, Cognos BI, Git / gitflow  
System Administration (Windows/Linux), distributed systems, ETL process development, performance optimization, documentation

Entrepreneurship, game-mastering (planning and running paper-based games for other people), photography / videography, home automation / renovation,  
GIS / surveying, programming, travel, movies, PC gaming, reading (sci-fi / fantasy)
- Last Updated: 2025-01-07