

Matt Merrill

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Senior engineering manager with a passion for running productive engineering teams. Achieves this goal by striking a balance of lightweight process, collaboration and technology. Writes about these topics frequently on his [personal portfolio site](#).

QUALIFICATIONS:

- ❖ **Technical leadership:** Hands-on background in software development with 9 years of experience managing large teams of software engineers and other engineering managers. Proven ability to help teams create quality products through lightweight processes and collaboration.
 - ❖ **Architectural and product vision:** Able to work with business and technical stakeholders to design product and technical solutions that are cost-effective, fit within technical and budget constraints and can respond to change.
 - ❖ **Versatility:** Able to manage teams, develop product roadmaps, architect software solutions, and do hands-on software development.
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EXPERIENCE:

Senior Director of Engineering

DEPT Digital Products (Formerly Rocket Insights), Boston, MA

11/18 to present

Led client projects and managed a team of 60 software engineers and managers across multiple technical specialties. Hired a significant portion of the team to meet intense demand for customer projects.

Key Achievements:

- ❖ Developed a lightweight performance review processes adopted by the engineering organization.
 - ❖ Received frequent feedback from reports that it was the most useful performance review they have had.
- ❖ Ran hiring campaigns for engineers in multiple disciplines under tight deadlines.
 - ❖ Created a lean interview process that allowed us to hire seven engineers in less than three months during a period of intense demand for client projects.
- ❖ Created and managed DEPT US's Java, Cloud Engineering/DevOps, and QA Automation Engineering practices.
 - ❖ Built by hiring strong, senior first hires and building from there.
- ❖ Ran "Architecture Sprint" engineering consulting engagements for major clients.
 - ❖ Quick, cost-effective engagements which defined technical architectures for complex business requirements and fit existing engineering staff skillsets.
 - ❖ Clarified technical unknowns about complex, ambiguous software projects and allowed clients to start building software effectively.
- ❖ Led organizational consulting engagements for clients.
 - ❖ Help troubled engineering organizations overcome process and political obstacles to be more productive, better places to work.
- ❖ Primary architect and engineering team lead on multi-million dollar client project to convert a complex Global Staffing platform into a modern Single Page App/Microservices architecture using AWS, Java, and Node.js
- ❖ Primary architect on client project to set up a Google Cloud data platform that captured and analyzed real time data for 1 million IoT devices.

Team Lead/Software Engineering Principal
MITRE Corporation, Bedford, MA

12/13 to 11/18

Manager of a six person Agile team in the Knowledge Management IT group at MITRE. Product Owner and Architect for the company's Android/iOS mobile application. Responsible for architectural and staffing decisions as well as overseeing the continued enhancement and maintenance of entire application suite.

Key Achievements:

- ❖ Supported over 11,000 employee users and 30 web applications written in Node.js, VueJS, AngularJS, Python and Java.
- ❖ Led the creation of the company's first mobile application for employees.
 - ❖ This application received multiple recognition awards for its positive reception from corporate users, including a [Step Two Silver Award](#).
 - ❖ The project included managing resources across multiple organizations, managing vendors and navigating complex Federal level security challenges.
 - ❖ The resulting application and architecture was easy to use for employees, kept company data safe, and provided a platform for future mobile capabilities.
- ❖ Led the research and development of a messaging architecture which allowed the department's applications to respond to large amounts of business events fed into Machine Learning systems for trend analysis.
- ❖ Led a major platform upgrade of a custom intranet application used daily as the employee homepage for over 11,000 employees at MITRE.

Principal Software Engineer

11/12 to 12/13

Alere Accountable Care Solutions (ACS), Waltham, MA

Lead software engineer for an Electronic Healthcare Records (EHR) and Health Information Exchange (HIE) system.

- ❖ Led projects to implement major features for Java API's in a fast-paced environment.
- ❖ This role included systems architecture, detailed design, development, automated testing, developer resource planning and tasking of other developers.

Liberty Mutual Insurance, Multiple Software Engineering Roles

06/05 to 11/12

Worked in multiple organizations within Liberty on high profile Software Engineering projects. These included the Personal Auto and Home Insurance quoting application as well as a lead developer on financial and logistics API's. These API's handled millions of transactions a month for crucial business units across the company.

TECHNICAL SKILLS:

LANGUAGES: Java (4/5), JavaScript (4/5), SQL (3/5), Shell Scripting (3/5), HTML/CSS (2/5), Python (2/5)

PLATFORMS/OTHER TECH: Amazon Web Services (AWS), Docker, Node.js, PostGres

EDUCATION:

Bentley College, Waltham, MA

Bachelor of Science, Computer Information Systems, Summa Cum Laude