

Alex D'Angelo

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Seattle, WA

Well-rounded software engineering Director. I build collaborative, effective engineering teams and help develop leaders, all in service of making great products.

I foster a supportive environment, where being open and vulnerable leads to deeper connections, growth from taking risks, and a stronger team overall.

EXPERIENCE

Director of Engineering — Craft.co, Seattle, WA

Dec 2021 - current

Leading engineering globally. Defined the engineering vision and strategy.

Software Engineering Manager — Craft.co, Seattle, WA

Oct 2020 - Dec 2021

Responsible for 3 teams: SaaS enterprise product, Growth/Consumer, and Platform / DevOps / Security / IT. First US engineering hire. Building fundamental features and processes and putting in the infrastructure foundation to scale engineering and product usage 10x.

For the global engineering org

- Recruited and hired a diverse North American engineering org across multiple dimensions. 100% offers accepted.
- Wrote the incident response plan, in partnership with Customer Success
- Rolled out global on-call support to all engineers, including research, training, and extensive support documentation
- Set up a Help Desk ticketing system for IT, Security, and bug reports.
- Overhauled the engineering level descriptions to be more granular to set clearer expectations and facilitate career conversations
- Overhauled onboarding guide used by all new engineering hires.
- Led a regular global engineering leads meeting to provide support and peer mentorship to each other

As full-stack engineering chapter lead

- Regularly facilitated chapter meetings, providing an opportunity for engineers to lead tech talks, reviewing proposals, and discuss technical and process topics.
- Membership grew from 5 to 12 engineers globally representing 5 countries.
- Set the technical roadmap and priorities, incorporating feedback from each member.

SKILLS

Leading distributed product development teams

Leadership development, mentoring

Agile Scrum and Kanban, Scrum master

Technical: C#, .Net Core, C++, React, TypeScript / JavaScript, Node.js, Html, Css, Amazon Web Services / AWS, Microsoft Azure, CI/CD, Service-oriented architecture / Microservices, DevOps

Project Management

Working with diverse stakeholders

Effective communication and writing

EDUCATION

University of California, Santa Cruz

BS & MS Computer Science

Software Development Manager — PayScale, Seattle, WA

Jan 2018 - Feb 2020

Led software development of SaaS business applications in Seattle. Led two distributed full-stack teams across 3 products and directly managed 7 engineers.

Focus was on leading development of a cloud-based pay cycle administration product. It was halfway through a complete rewrite with contractors when I was asked to take it over and bring in-house. Led the team to complete core functionality and address key performance, security, and stability issues while increasing test coverage and reducing the support cost.

Worked cross-team to create roadmaps balancing product and engineering needs. Delivered features and infrastructure with the biggest impact while minimizing development cost.

Mentored managers across the company, including outside of engineering, and consistently received feedback that it made a positive impact in their leadership.

Designed and built a custom version of a flagship product, including migrating thousands of accounts to a new platform. I drove the project end-to-end, working directly with stakeholders at one of PayScale's largest customers.

I served my team by encouraging leadership, collaboration, and personal initiative. Nurturing their development through regular 1:1s, career planning, and new experiences.

Software Development Manager — PayScale, Seattle, WA

Jan 2016 - Jan 2018

Led a team of 4 engineers responsible for serving ~3 million unique pages to tens of millions of visitors on payscale.com.

Increased front-end and server-side performance (nearly 2x faster).

Organized quarterly hack days, over a 3 year period, for the entire engineering org; many projects led to features in production.

Led the team in

- Adding unique content that scales to millions of pages using PayScale survey data, user-generated content, machine learning, and public data sources.
- Splitting a monolithic application into independent components
- A/B testing features and SEO improvements.
- Building games for cleaning and classifying data.

Web Architect — PayScale, Seattle, WA

Aug 2014 - Jan 2016

Principal-level role in charge of the front-end platform for all products.

Led adoption of React, Webpack, ES6, Sass. Set standards and the

front-end roadmap. Promoted best practices.

Scaled the public site serving millions of pages each month using AWS CloudFront, S3, WAF, HAProxy.

Managed 1 engineer and 1 intern, mentored other engineers.

Senior Software Engineer — PayScale, Seattle, WA

May 2011 - Aug 2014

As a full-stack developer on SaaS business products I built major new features and overhauled existing services.

Identified a new source of revenue and created a brand new type of job. Presented my side project, web chat, to multiple levels of management across Product Development, Marketing, and Sales teams, convincing them to create a new division within Sales. I personally piloted chat directly with potential customers, contributing to \$180,000+ in new opportunities over a two-week period.

Senior Software Engineer — Myspace, Seattle, WA

Oct 2010 - May 2011

Developed OpenSocial REST web services and APIs, including core functionality, such as adding comments and accepting friend requests.

Software Design Engineer — Microsoft, Redmond, WA

Aug 2004 - Sept 2010

Developed primarily user-facing features on Bing Book Search v1.0, Academic Search v2.0, and Windows Vista/7/8. On Internet Explorer 9, I added fundamental HTML5 and SVG features such as SVG Gradient and contributed to GPU-accelerated rendering.