Steven Joseph

Lead Software Engineer

Redmond, WA
206-414-9262
steven@exemplaryengineer.com
linkedin.com/in/stevenjoseph
github.com/AlmostInteractive
www.exemplaryengineer.com

SUMMARY

With two decades of experience as a software engineer, I have led and managed multiple teams to achieve unprecedented levels of productivity and success! I've been the go-to guy for tackling complex technical challenges and driving high-impact projects from concept to completion. With a strong foundation in full-stack development, I've architected scalable systems, optimized performance, and refactored legacy code to modern standards. I'm also passionate about mentoring junior engineers, helping them grow their skills while ensuring our codebase remains clean, efficient, and ready for whatever comes next. In every role, I've combined hands-on coding with strategic thinking to deliver solutions that make a real difference.

PROGRAMMING SKILLS AND TECH STACKS

MERN (MongoDB, Express, React, Node)	Software Architecture and Development
LAMP (Linux, Apache, MySQL, PHP)	Code Reviews, Pair Programming
TypeScript / JavaScript	AWS Cloud Services
C#	Terraform
Java	Ansible
C++	Docker
MySQL, MSSQL, PostgreSQL, Amazon RDS, Amazon Aurora	GitHub, GitLab
MongoDB, Apache Cassandra, Redis, Amazon DynamoDB	

LEADERSHIP SKILLS

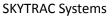|	
Technical Hiring, Mentorship, and Career Development	Efficient Organization and Scheduling
Technical Leadership	Technical Assessment and Interviewing
People and Team Management	Compensation Management
Project Management and Performance Tracking (KPI, OKR)	Performance Enhancement Strategies
Applied Psychology and Professional Relationship Management	Jira Management and Administration
Risk Assessment, Decision-Making, and Delegation	Kanban and Scrum Agile Methodologies
Applied Psychology and Professional Relationship Management	Release Management

Software Engineering Manager
Felixa, Inc. (dba EMCEE)
MARCH 2023 - JANUARY 2024

Primary Duties:	Lead three of the five technical teams, Core Dev, Data Science, and DevOps. Eight direct reports with three indirect reports. Handled all of hiring for the Engineering org.
Tech Stack:	TypeScript, JavaScript, React, Node.JS, AWS Serverless and Lambda, Machine Learning, Postgresql, Kafka, GraphQL, PHP, HTML, Docker
Main Project:	Social eCommerce startup. Transitioned from a monolithic platform written in PHP to a horizontally scalable AWS-based platform utilizing microservices and lambdas.
Major Achievements:	Designed, built, and transitioned to the new platform with zero downtime. Boosted delivery velocity by 230%. Hired seven incredible engineers. Maintained high productivity and morale even during difficult company restructuring/layoffs. Many engineers told me I was the best manager they'd ever had.
Reason for Leaving:	EMCEE failed to find product-market fit, ran out of runway, and almost the entire company was laid-off.

Enterprise Software Engineering Manager
SKYTRAC Systems
AUGUST 2021 - SEPTEMBER 2022

Primary Duties:	Took over the Enterprise Software Engineering department. Seven direct reports. Hired two software devs.
Tech Stack:	Java, JavaScript, AWS Cloud, HTML
Main Project:	Aerospace technology providing real-time communications between aircraft and our clients. Maintain existing services to receive satellite communication, parse data, and provide interactive feedback to clients. Break apart the existing monolith to move sections to AWS-based microservices for higher reliability and scalability.
Major Achievements:	I lead a massive reform in communications, policies, and critical processes. Improved Customer Support ticket response time from days to hours. Boosted engineering productivity by 300%. Streamlined processes by 85%. Dramatically reduced stress levels from 8.5 (of 10) to 1.7. Rebuilt communication and trust between engineering-adjacent teams. Started an employee education program to level-up developers.
Reason for Leaving:	SKYTRAC failed to meet EOY revenue goals again. To reduce costs, there was a reduction in force across the company and all of Enterprise Engineering was outsourced.

Lead Software Engineer
Collage.com, Inc
SEPTEMBER 2019 - JULY 2021

Primary Duties:	Full-stack team lead for a team of four.
Tech Stack:	React, TypeScript, JavaScript, PHP, MySQL
Main Project:	Refactoring legacy code to modern React. Introduced a new 3D preview feature.
Major Achievements:	Designed and implemented new, high-impact, customer facing features which dramatically increased conversion rate and company revenue. Worked closely with PMs and across teams to add value to the company independently of programming tasks.

Reason for Leaving:	Founders sold the company to a private equity group who promptly dissolved Collage.com and fired everyone.

Senior Interview Engineer
Karat Inc
AUGUST 2018 - SEPTEMBER 2019

Primary Duties:	Lead first-round technical interviews.
Tech Stack:	JavaScript, TypeScript, Java, C#, Python, C++, PHP, Ruby
Main Project:	I gave over 200 technical interviews to candidates for Karat's partner companies, such as PayPal, Intuit, and Pintrist.
Major Achievements:	I was repeatedly commended for consistently staller reviews from both candidates and superiors.
Reason for Leaving:	I wanted to return to development work.

Lead Engineer
BrainCheck, Inc
MARCH 2018 - JUNE 2018

Primary Duties:	Led the software engineering team. Two direct reports.
Tech Stack:	JavaScript, Ember.js, Ruby, and MySQL
Main Project:	An iOS based application to measure and compare cognitive ability in real time. Develop formal engineering guidelines and company roadmap.
Major Achievements:	I dramatically increased productivity by envisioning and implementing a company-wide restructure which increased communication between teams and allowed for better milestone prioritization. Being highly motivated, I took the initiative to draft and enforce a formal engineering plan to define proper engineering procedures around adding new features, automated testing, dev-ops, and code reviews. Raised engineering and delivery standards, rewrote product-critical features to fix data corruption which had been plaguing the product since the first release, and set the rest of the team up for success by maintaining these standards.
Reason for Leaving:	The CEO's overtime policy (80 hrs/week) directly caused the hospitalization of one of my engineers. I demanded an end to the policy which was not granted.

Team Lead and Project Manager
Analytics Fire, LLC
JULY 2016 - OCTOBER 2017

Primary Duties:	Lead and was PM for three project teams. Eight direct reports.
Tech Stack:	React, Java, JavaScript, Python
Main Project:	FDA-approved health service React SPA. SunPower Helix, a solar power calculator and installation layout blueprint generator. Interactive statistics and command module for a robotics startup. Establishment and management of schedules, roadmaps, and milestones.
Major Achievements:	Established streamlined GitHub practices to ensure code quality across teams. Reduced processing time on SunPower's giant projects from ~30 minutes to ~30 seconds (used oct-tree optimization for blueprint generation).
Reason for Leaving:	The CEO didn't want to handle so many projects at the same time. Once two of my projects ended, those two

teams were disbanded, including myself.

Professor of Programming
Cuauhtémoc University

Primary Duties:	Teach the second-year Game Engine Design and Programming class.
Tech Stack:	C#
Main Project:	Taught classes of university students the fundamentals of game engine design, code architecture, and object oriented programming.
Major Achievements:	Several students commented they learned more from my class than any other in their career.
Reason for Leaving:	Being a teacher doesn't pay very well.

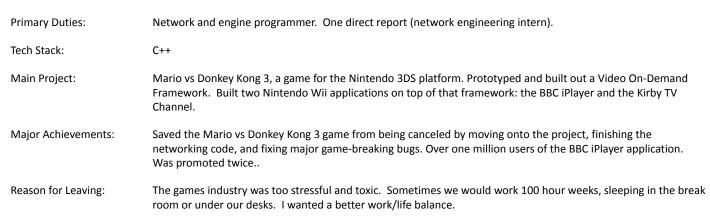## Senior Software Engineer
HBO Code Labs, Inc
APRIL 2012 - JULY 2015

Primary Duties:	Senior-level programmer working on HBO-internal tools.
Tech Stack:	JavaScript, Node, Express, Java
Main Project:	An internal tool to track users sharing passwords outside of their "families."
Major Achievements:	The password sharing tool allowed the CEO to save face during interviews by shifting the narrative from "HBO says it's okay to pirate content, can't track password sharing" to "We can accurately track password sharing. We have dealt with the major offenders and have decided to not enforce beyond those few abusers."
Reason for Leaving:	The CEO fired the CTO and head of Project, taking over the responsibilities himself. Due to the horrible changes he implemented, most of the original 50 employees (myself included) left to find a better place to work.

Senior Engineer III
Nintendo Software Technology
FEBRUARY 2009 - MARCH 2012

Primary Duties:	Network and engine programmer. One direct report (network engineering intern).
Tech Stack:	C++
Main Project:	Mario vs Donkey Kong 3, a game for the Nintendo 3DS platform. Prototyped and built out a Video On-Demand Framework. Built two Nintendo Wii applications on top of that framework: the BBC iPlayer and the Kirby TV Channel.
Major Achievements:	Saved the Mario vs Donkey Kong 3 game from being canceled by moving onto the project, finishing the networking code, and fixing major game-breaking bugs. Over one million users of the BBC iPlayer application. Was promoted twice..
Reason for Leaving:	The games industry was too stressful and toxic. Sometimes we would work 100 hour weeks, sleeping in the break room or under our desks. I wanted a better work/life balance.

Game Programmer
Liquid Dragon Games & 5th Cell Games
JULY 2006 - FEBRUARY 2009

Primary Duties:	Game and network programmer.
Tech Stack:	C, C++
Main Project:	Drawn To Life for the Nintendo DS. Deadliest Catch: Alaskan Storm for PC and XBox 360.
Major Achievements:	Implemented several gameplay and UI systems. Build the multiplayer and networking engines.
Reason for Leaving:	In most small game companies it's normal to downsize to a skeleton crew after each game is released.

EDUCATION

Bachelor's of Science in Computer Science
DigiPen Institute of Technology
2002 - 2006

Bachelor's of Engineering in Computer Engineering
California Polytechnic State University – San Luis Obispo
1998 - 2002

LANGUAGE PROFICIENCIES

English (native)

Spanish (fluent)

American Sign Language (fluent)