Jonathan Stassen

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Core Skills

🛠️ Technical Leadership
Engineering Management
Agile (Scrumban)
Mentorship

📈 Product Delivery
Backlog Grooming
Sprint Planning
Feature Prioritization

🔧 CI/CD & DevOps
Pipeline Optimization
GitHub Actions
Docker
Feature Flags

💻 Frontend & Backend
TypeScript
JavaScript
React
Node.js
GraphQL
Serverless (AWS)

📊 Performance & Observability
Caching
Optimization
Sentry
Azure App Insights

Professional Summary

Engineering Manager and Senior Software Engineer with over a decade of experience in scalable web application development, team leadership, and CI/CD optimization. Passionate about building collaborative, high-performing teams and aligning technical execution with business goals.

Work Experience

Product Manager / Engineering Manager / Senior Software Engineer
Waterly, Feb 2022 – Sept 2024

- **Code Quality & Automation**: Established code standards with GraphQL and TypeScript generation; implemented ESLint across JavaScript, TypeScript, GraphQL, and React, integrated into CI/CD pipelines for consistent code quality.
- **CI/CD Pipeline Optimization**: Cut pipeline times from ~35 to 10-15 minutes through caching and sequence optimization with GitHub Actions; added Jest for continuous testing and QA.
- **Monitoring & Observability**: Proactively tracked app performance and errors using Sentry and Azure App Insights, ensuring real-time monitoring and swift issue resolution.
- **GraphQL API & Performance**: Designed GraphQL API standards, improving consistency and maintainability; optimized app performance with network call improvements, caching, and rendering efficiency for faster load times.
- **Mobile & Localization**: Adapted app for mobile-first responsive design; led localization initiative, preparing for multi-region deployment.
- **Agile Process Implementation**: Led 1-week sprints with Scrumban methodology, improving sprint planning accuracy and team delivery. Introduced estimation practices, enhancing velocity tracking.
- **Cross-Training & Mentorship**: Cross-trained frontend and backend developers; conducted pair programming, coaching sessions, and code reviews to build skills and ensure team flexibility.
- **Hiring & Culture**: Managed recruitment cycle, reviewing ~1,000 resumes and hiring 6 developers. Cultivated a collaborative remote team culture with social events, Lunch and Learns, and meetups.
- **Sprint Planning & Prioritization**: Directed story writing, bug triage, backlog grooming, and sprint planning, balancing features, bug fixes, and technical improvements.
- **Feature Delivery & Product Strategy**: Oversaw 60+ product feature launches, leveraging feature flags for controlled rollouts; managed a backlog of 200+ ideas with value vs. effort analysis to prioritize impact-driven features.
- **Documentation & Stakeholder Communication**: Developed public documentation and release notes for product updates, ensuring clear communication with stakeholders and end-users.
- **Cost Management**: Saved $3,000 annually by reducing unused licenses and adjusting license tiers.

Volunteer Work & Interests

💃 **Swing Dance Instructor**
Organizer of weekly 40-90 person social dance events (2019-Present)

👥 **Facebook Group Moderator**
Lead Admin & Moderator of 6,000+ member community (2015-2021)

💻 **UWW Hackathon**
Event Creator, Organizer, and Participant (2010-2016)

🎗 **Gavers' Community Cancer Foundation**
Volunteer, 2002 - Present

🖼 **Personal Interests**
Mountaineering, Camping, Traveling, Photography, Swing Dancing, Gardening

Writing articles on Project Management & Engineering at blog.jstassen.com

Senior Software Engineer / Engineering Manager
Ready, May 2020 – April 2022

Interview Process & Hiring: Developed and standardized interview process; hired 8 engineers and 1 engineering manager focused on technical fit and growth potential.

Career Band & Review Cycle: Created a structured career band and review cycle, supporting engineers in career growth, skill development, and quarterly performance reviews.

Mentorship: Provided mentoring in project leadership, collaboration, communication, technical skills, and public speaking to support professional development.

1:1 Management & Goal Setting: Conducted regular 1:1s, setting individualized growth goals and facilitating engineers' career progression through structured guidance.

Continuous Delivery Pipeline: Built a CI/CD pipeline with feature flagging, GitHub Actions, Netlify, and serverless components to enhance deployment flexibility and reduce release time.

Senior Software Engineer
Sprout Social, March 2015 – May 2020

Frontend Project Leadership: Led frontend projects using React and Redux; managed requirements gathering, task prioritization, and delegation to ensure timely delivery.

Workflow Optimization: Developed localization CLI tooling, saving 40+ developers 30 minutes per translation job; improved workflows by identifying and addressing time-consuming processes.

Mentorship & Onboarding: Mentored new hires in React, Git, and development workflows; streamlined onboarding and advocated for team growth and skill-building.

App Deployment & Maintenance: Managed web app with 25,000 active users, overseeing rollbacks, hotfixes, and maintaining a high standard for app performance.

Knowledge Sharing: Led internal podcast team, releasing bi-monthly episodes to promote cross-team knowledge sharing and highlight team projects.

Technical Design & Empathy: Contributed to design and product discussions, ensuring solutions met both customer and developer needs, with a focus on edge cases and feasibility.

Frontend and Backend Developer
Votimo, July 2013 – Feb 2015 (1.5 yrs)

Technical Direction: Led frontend and backend direction.

User Workflows: Partnered with design lead to define and code user workflows.

REST API: Developed PHP Laravel REST API for frontend support.

Technologies: Backbone.js, Marionette.js, Lodash.js, Grunt.js, Require.js, Handlebars.js