Joe Cullin

Experienced leader / Full-stack engineer

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TECH

Languages: JavaScript, TypeScript, Perl, PHP, HTML, CSS

Frameworks & Platforms: Node.js, React, Express, Bootstrap.

Amazon AWS: EC2, S3, RDS, Cognito, EKS, CDK, Route53, DocumentDB, CloudFront, ALB, ELB, Lambda, SES, SNS, DynamoDB, ElastiCache, WAF, Secrets Manager, API Gateway, LocalStack, CloudWatch, etc.

Tools: Git, Gitlab, ELK stack, Kubernetes, Azure DevOps, Github, Subversion, Gulp, Jenkins.

Databases: MySQL, Elasticsearch, PostgreSQL, SQL Server, Oracle, MongoDB, Redis.

Also: Webpack, Vite, Linux, Logstash, Kibana, GraphQL, Docker, jsreport, Laravel, Slim, Nuxeo, HubSpot, WordPress, Perforce, Email (MIME, SMTP, IMAP, etc.), AJAX, APIs (MS Graph, Zendesk, Salesforce, Hubspot, Google, Slack, Iterable, etc.), ImageMagick, REST, SOAP, OAuth, Swagger, Okta, , Sass, Java, C, Bash, macOS, Windows, , Apache, IIS, Nginx, Python, Ruby.

WORK EXPERIENCE

Feb 2020–Mar 2025   **Barracuda / SKOUT**   Remote

Senior Software Engineer - Feb 2020 - Mar 2021
Software Engineering Manager - Apr 2021 - Jan 2022
Software Engineering Director - Feb 2022 - Mar 2025

Joined SKOUT just as we'd found product-market fit and were ready to start scaling. I was key to establishing the product, team, and culture. Then I helped continually evolve those as we grew 20X, successfully navigated the acquisition, and established the XDR product as a market leader and keystone of Barracuda's product suite.

As senior engineer:

- Created SaaS dashboard for customers and MSP partners to configure, monitor, and manage our service.

- Developed custom report builder, internal admin apps, data pipelines.

- Stabilized engineering process: introduced CI/CD, automated testing, code reviews, bug triage, etc.

As manager:

- Grew team to 7 engineers.

- Evolved practices & processes to fit growth of our own team and surrounding teams.

- Streamlined and simplified architecture, lowering operating costs and maintenance effort.

- Remained hands-on with code & data: building new features, fixing problems, guiding designs.

- Served as scrum master, managing sprints for the broader 30+ person engineering+ops team.

As director:

- Accountable for more systems, cross-team, and cross-product initiatives.

- Continued to expand team's scope of responsibilities and size (10 engineers).

- Mentored and guided engineers on my team and surrounding teams.

- Steered further integration with Barracuda-wide teams and platforms, reducing complexity & costs.

- Continued hands-on full stack work with a small portion of my time.

Mar 2018–Feb 2020   **Thomas - Senior Software Engineer**   New York, NY

Senior developer responsible for www.thomasnet.com, a B2B resource for US industrial companies.

- Developed & maintained high-traffic B2B SaaS industrial marketplace, thomasnet.com.

- Built internal apps to power the business & site: content management systems, analysis tools, data pipelines, report generators, partner dashboards, sales tools.

- Spearheaded architecture transformation from legacy php, mysql, apache to more-scalable node, react, lambda, S3, serverless, etc.

- Led a 4 person "pod" of developers. Responsible for estimating and refining stories, sprint planning, and balancing trade-offs to ensure delivery of sprint commitments.

- Modernized and simplified the whole stack—in-place & without disruption—while also delivering steady improvements to usability, performance, SEO, and adding new features and functions.

Oct 2011–Mar 2018   **CMG.tech - Analyst**   Chester, NJ

The thomasnet.com site and many of its backend systems were originally created and maintained by CMG, a small consulting group of 10–20 engineers and analysts.

- My role: a mix of hands-on developer, team lead, project manager, client relationship manager.

- Direct point of contact for about 30–40 of the client's product owners, business analysts, developers, project managers, with weekly meetings at their NY office.

- Improved dev environments, introduced source code management, introduced issue tracking. Improved project management, security, efficiency, testing, quality, and communication of our dev team's work.

- Built search features, data pipelines, content management tools, etc. for a high-traffic public website.

Part-time Developer - Nov 1997 - May 1999
Lead Software Developer - June 1999 - Aug 2006
Development Manager / Lead - Aug 2006 - May 2008
Software Development Director - May 2008 - Oct 2011

When I joined, UniPress was 15 people (mostly sales & support of legacy products), with one developer working on a new web-based helpdesk app. I helped build the product into an enterprise-grade, ITIL-certified ITSM suite, and led the team through the acquisition and integration into Numara.

As developer:

- Helped lead the development team as it grew from 2 to 9 developers..

- Designed, developed, and supported key product features, including two-way email integration, reporting, user roles and access, integrations with other products, authentication, automated business workflow, internationalization and localization.

As manager:

- Co-managed a 10-person development team, with 3 direct reports, while still contributing as a developer.

- Responsible for maintenance team, version control (migrated to Subversion), and builds.

- Led initiatives focused on security, style, code reviews, and testing.

As director:

- Responsible for all aspects of product development, with a larger team (26 full-time employees in 2 US locations, 13 offshore, 4 local contractors).

- Integrated a 15-person development team in our Tampa office with the existing 10-person team in NJ, resolving vast differences in culture, skillset, personality & process.

- Managed relationships with other departments, negotiating projects, processes and priorities.

- Transitioned team to more formal roles & processes, while retaining agility and flexibility, and the ability to work on multiple major releases in parallel.

- Managed an 18-month redesign of the product with a design firm, successfully meeting our two goals: improving the product UI, and improving our team's UX capabilities.

- Employee development: worked with managers and developers to continually improve their skills and expertise, empowering them to grow as team leaders.

Education

- Rutgers University, B.S. Computer Science, 1999.