

# Joe Cullin

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Full stack senior software engineer · Experienced team leader

## TECH

*Languages:* **JavaScript, HTML, CSS, PHP, Perl**, TypeScript, Sass, Java, C, Bash.

*Frameworks & Platforms:* **Node.js, Apache, Apollo, jQuery, React, Express**, IIS, Nginx.

*Operating Systems:* **Ubuntu**, macOS, Windows servers, many other UNIX/linuxes.

*Amazon AWS:* EC2, S3, RDS, CDK, Route53, DocumentDB, CloudFront, ALB, ELB, Lambda, DynamoDB, ElastiCache, Elasticsearch, WAF, Aurora.

*Tools:* **Git, Subversion, Azure DevOps**, Gulp, Jenkins, Jira/Confluence, Redmine.

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

*Also:* **GraphQL**, Docker, Laravel, Slim, Nuxeo, HubSpot, WordPress, Perforce, Email (low-level content & delivery protocols), AJAX, APIs (Salesforce, Hubspot, Google, Slack, Iterable, etc.), Bootstrap, ImageMagick, VirtualBox, REST, SOAP, OAuth, Swagger.

## WORK EXPERIENCE

Mar 2018–Present

**Thomas - Senior Software Engineer**

New York, NY

Senior developer/lead responsible [www.thomasnet.com](http://www.thomasnet.com), a B2B resource for US industrial companies.

- My team builds & maintains the website and dozens of backend tools for content production, reporting & analytics, ad serving, client portals, seo management, sales, and integrations with partner & legacy systems.
- We're modernizing and simplifying the whole stack—in-place & without disruption—while also delivering steady improvements to usability, performance, SEO, and adding new features and functions. Gradually reshaping the architecture to make it more scalable and more maintainable: ALB instead of ELB; Node lambdas instead of PHP pages; React instead of jQuery; Re-shaping the data; Consolidating other languages/platforms. Because it's a long-term effort, we're also maintaining—sometimes even expanding—portions of the large PHP codebase as needed.
- Helped hire and organize a new software engineering team to work on thomasnet.com and the supporting backend systems. Led a 3–4 person "pod" of developers. Responsible for estimating and refining stories, sprint planning, and balancing trade-offs to ensure delivery of sprint commitments.
- Proposed, planned, and completed several complex in-place overhauls of site architecture, to support our rapid growth in registered users and in overall traffic. The result was greater scalability, reduced code & architecture complexity, and lower infrastructure costs. For example: replaced hundreds of on-page-load SQL queries with S3 data objects, generated by hourly/nightly processes.
- Replaced multiple custom article & newsletter management systems with a single more powerful CMS. Configured Nuxeo (off-the-shelf product) as the foundation, and created a custom GraphQL data layer, a user-facing React app, and new publishing processes.
- Replaced 3rd-party user data & single-sign-on product with a simpler and more scalable custom system. Included creation of a backward-compatible api and gradual migration of several sites & tools, with no downtime or impact on users.

The thomasnet.com site and many of its content systems were originally created and maintained by CMG.

- In our flat org (which varied in size from 10–20 senior developers and analysts) I served a dual role of 50/50 project manager and senior developer, adjusting based on the needs of each project.
- Served as direct point of contact for about 30–40 product owners, business analysts, developers, project managers, etc. at Thomas, 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.
- Thomas's size/age/complexity (both the organization and the technology) was daunting. I mastered a lot of arcane history, and then helped gradually simplify and streamline systems.

Built the FootPrints service desk product. (Now part of BMC Software: [www.footprintsservicedesk.com](http://www.footprintsservicedesk.com))

**Product Development Director**, *Numara Software (May 2008–Oct 2011)*

- 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 the team to more formal roles & processes, while retaining agility and flexibility.
- Developed the team's ability to work on multiple major releases in parallel, delivering some very large multi-year, multi-developer features, while still maintaining a regular release/update cadence.
- 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.

**Development Manager / Lead**, *Numara Software (Aug 2006–May 2008)*

- Co-managed a 10-person development team, with 3 direct reports, while still playing the role of lead developer about 75% of my time.
- Responsible for maintenance team, version control (migrated to Subversion), and builds.
- Led initiatives focused on security, style, code reviews, and testing.

**Lead Software Developer**, *UniPress Software (Nov 1997–Aug 2006)*

- Helped lead the development team as it grew from 2 to 9 developers.
- Designed, developed, and supported key product features, including email integration, reporting, user rights, integrations with other products, authentication, automated business workflow, internationalization.
- Improved product performance, supportability, and stability. Worked with tech support (and directly with customers) to troubleshoot and fix problems.
- Helped new hires develop intangible skills, e.g. the art of debugging, writing maintainable code, etc.

**Education**

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