

# RJ ZAWORSKI

Engineering lead committed to organizational excellence

[rj@rjzaworski.com](mailto:rj@rjzaworski.com)

## Experience

Director of Engineering — [Versal Group](#) (2015 – present)

- standardized engineering / operations processes, including bug reporting/triage, ticket tracking, CI/CD, QA, and release workflows
- standardized talent acquisition and hiring processes
- managed technical relationships (SaaS) with partners including Google, the GAP, and Neo4J.
- managed remote development by contract and full-time global teams
- improved transparency and accountability through documentation culture

Frontend Lead — [Versal Group](#) (2012 – 2015)

- architected and contributed to development of web-tier services and production HA strategy
- established development workflow, style, and internal best-practices for web-tier core technologies including node.js, express, memcached, mysql, amqp, nginx, and haproxy
- promoted consistent style through pair programming and mandatory code review
- reduced incident response times through automated alerting, APM, runtime feedback, and improved internal tooling
- used TDD/test-first culture to build developer confidence and drastically reduce defect rates

Principal — [rjzaworski.com](#) (2005 – 2012)

- consulted on product strategy, roadmap development, and systems architecture for both early-stage and established ventures
- reduced lead times by introducing agile project management and continuous delivery
- improved availability through improvements to engineering processes (TDD, code coverage, peer review, QA), automated testing, and runtime monitoring
- led platform and application development in JavaScript, Ruby, and C++

Software Developer — *Core Communications* (2010 – 2011)

- managed customer relationships across diverse client portfolio
- introduced TDD, VCS (hg) across application ecosystem
- supported hiring, onboarding, and ongoing mentorship of new team members

Software Developer — *Oregon State University* (2007-2009)

- developed point donations and recurring billing for Campaign for OSU
- introduced content management system for donor event calendar and landing pages for OSU

## Foundation

- created student and alumni directory for University Honors College
- automated submission and approval of Honors College faculty proposal and review forms

## IP Administration Intern — *Hewlett Packard (2003 – 2004)*

- handled global IP address allocations during merger of 15.0.0.0/8 (HP) and 16.0.0.0/8 (Compaq) address blocks.

## Education

### HBS Mechanical Engineering — *Oregon State University (2010)*

## Volunteer Experience

- Mentor, guest instructor — *Codefellows (2015 – 2016)*
- Stream Team volunteer — *SOLVE (2015 – 2016)*
- Team mentor — *Portland Code School (2015 – 2016)*
- Guest instructor — *HackReactor (2015)*
- Developer mentor — *Hackbright Academy (2013 – 2015)*

## Skills

- Leadership — *talent acquisition, process development, product management, workflow automation, mentoring*
- Software development — *JavaScript / node.js, Go, Bash, SQL, Scala, Ruby, C, C++*
- Software production — *git, AWS, high-availability, security, accessibility*

*References available upon request*