RJ ZAWORSKI

Summary

VP of Engineering for growth-stage startups. I deliver products and cultures of engineering excellence through people-first, outcome-focused leadership.

Recent Experience

Fountain (San Francisco, CA, 2021-2023) — Growth stage (300 employees)

VP of Engineering	2023.02 — 2023.07
Sr. Director of Engineering	2021.12 — 2023.02

Scaled and led engineering globally for Fountain's B2B SaaS hiring platform

+ reduced downtime 50% through monitoring, alerting, disaster readiness drills, blameless RCAs, and continuous improvement
+ scaled organization (doubled headcount) including key leadership placements in Security, Cloud Operations, and Product Development
+ increased deployment frequency 10x through CI/CD, TDD, agile development practices, and tooling enhancements (TypeScript, Github Actions)
+ led strategic planning, technical roadmap development, and execution
+ introduced GDPR/CCPA-ready data-handling controls and practices across ETL pipeline and OLTP datastores
+ standardized cross-functional feedback, escalation, change management, and communication processes
+ systematized talent, planning, and project management processes

Koan (Portland, OR, 2016-2021) — Early stage (15 employees)

CTO	2019.10 — 2021.12
Director of Growth	2018.09 — 2019.10
Founding Developer	2016.10 — 2018.09

Zero-to-one leadership of development, operations, and GRC for Koan's SaaS OKR-management platform en route to a successful exit (acq. Quantive, 2021)

+ scaled development capabilities through hiring, mentorship and strategic technology adoption (TypeScript, GraphQL, Terraform, AWS)
+ led SOC2 certification, GDPR compliance, and supporting governance, risk and compliance projects
+ implemented ETL pipeline and data strategy to support and control data use across functions
+ built inbound talent pipeline through evangelism and community involvement
+ streamlined marketing, sales, and CS operations through low-code workflow automation (Stripe, Hubspot, Intercom, Calendly, and Mailchimp) and service integration
+ increased velocity by introducing and tooling agile development practices (TDD, CI/CD, pushbutton releases)
+ collaborated with founding team to specify, prioritize, and ship prototype features in Koan's tech stack (JavaScript, Node.js, AWS)

CONTACT

rj@rjzaworski.com
+1.541.224.7679

LINKS

+ rjzaworski.com
+ LinkedIn
+ Github

KEY SKILLS

+ Strategic planning
+ Agile development
+ Hiring
+ OKRs
+ Communication
+ Product management
+ Data pipelines
+ Platform Engineering
+ DevOps
+ SOC2
+ GDPR / CCPA

TOOLS & TECH

+ TypeScript
+ Go
+ React.js
+ Terraform
+ AWS
+ Notion
+ Node.js
+ MySQL / PostgreSQL
+ Jira
+ Git / Github

EDUCATION

HBS Mech. Engineering
Oregon State University

+   increased confidence through transparent release infrastructure (Github, CircleCI, AWS)

Versal (San Francisco, CA, 2012-2016) — Early-stage (50 employees)

Director of Engineering	2015.03 — 2016.07
Frontend Lead	2012.12 — 2015.03

Our team and global contractors were responsible for delivering course-creation interface and supporting applications within Versal's course-building platform

+   maintained robust development organization through hiring and systematic professional development
+   increased enterprise-readiness by coordinating audits and hardening of critical security infrastructure
+   built developer confidence and reduced defect rates by introducing TDD and test-first culture
+   scaled development and infrastructure through standard workflow, style, and internal best-practices for core technologies including node.js, express, memcached, mysql, amqp, nginx, and haproxy
+   reduced incident response times by introducing automated alerting, APM, and supporting tooling

rjzaworski.com (Portland, OR, 2005-2012) — Software consultancy

Principal	2005.03 — 2021.12

delivered freelance development and consulting services to startups and established enterprises.

+   consulted on product strategy, roadmap development, and systems architecture
+   improved client engineering practices (TDD, code coverage, peer review, QA), automated testing, and runtime monitoring
+   led platform and application development in JavaScript, PHP, Ruby, C, and C++

Additional Experience

+   web application development and security testing in PCI-DSS compliant environments
+   M&A processes (both sides of the table)
+   implementation and administration of $10M+ Federal contracts
+   hands-on administration of Class A IPv4 address blocks
+   mentoring and teaching of university and software bootcamp students
+   additional roles delivering software and web services as full-time or direct employee with Hewlett-Packard, Core Communications, and Oregon State University