

RJ ZAWORSKI

Summary

VP of Engineering for growth-stage startups. I ship products and foster engineering excellence through people-centric, outcome-driven 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

Responsible for Fountain's globally-distributed engineering team, including Product Development, Platform Operations, and GRC functions.

- + reduced downtime 50% by fostering culture of operational excellence (continuous improvement and monitoring, alerting, disaster readiness drills, and blameless RCAs)
- + scaled organization (doubled headcount) including key leadership placements in Security, Cloud Operations, and Product Development
- + increased deployment frequency 10x through CI/CD, test-forward culture, and tooling enhancements (TypeScript, Github Actions)
- + introduced 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

Responsible for feature development, operations, and data en route to a successful acquisition. Our remote team did it all: shipped features, internal tools, data-processing pipelines, and the infrastructure that supported them.

- + scaled development capabilities through hiring, mentorship and strategic technology adoption (TypeScript, GraphQL, Terraform, AWS)
- + managed governance, risk and compliance (GRC) projects including SOC2 certification and GDPR compliance
- + implemented ETL pipeline and data strategy to support and control data use across functions
- + built inbound talent pipeline through evangelism and community involvement
- + 10x increase in year-over-year revenue growth
- + streamlined marketing, sales, and CS operations through automation (Stripe, Hubspot, Intercom, Calendly, and Mailchimp) and integrated workflows
- + increased velocity by introducing and tooling agile development practices (TDD,

CONTACT

rj@rjzaworski.com
+1.541.224.7679

LINKS

- + rjzaworski.com
- + [LinkedIn](#)
- + [Github](#)

KEY SKILLS

- + Strategic planning
- + Agile development
- + Hiring
- + Communication
- + UI/UX development
- + API development
- + CI/CD
- + Operations
- + Compliance / SOC2

TOOLS & TECH

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

EDUCATION

HBS Mech. Engineering
Oregon State University

- CI/CD, pushbutton releases)
- + collaborated with founding team to specify, prioritize, and ship prototype features in Koan's tech stack (JavaScript, Node.js, AWS)
- + 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
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I provided 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 from both sides of the table
- + implementation and administration of \$10M+ Federal contracts
- + hands-on administration of Class A IPv4 address blocks