

ALEX BANNON

DIRECTOR OF ENGINEERING



301-919-4523

alexbannon@gmail.com

github.com/alexbannon

alexbannon.com

linkedin.com/in/alexbannon

Management Skills

Cross-functional leadership

Agile methodologies

Scrum

Kanban

Stakeholder management

Technical design

Software development

Cross-team planning & execution

Technical Skills

Java	<div><div style="width: 90%;"></div></div>
Javascript	<div><div style="width: 85%;"></div></div>
C#	<div><div style="width: 80%;"></div></div>
Python	<div><div style="width: 75%;"></div></div>
Ruby	<div><div style="width: 70%;"></div></div>
Go	<div><div style="width: 65%;"></div></div>
React	<div><div style="width: 60%;"></div></div>
Node	<div><div style="width: 55%;"></div></div>
.NET	<div><div style="width: 50%;"></div></div>
PostgreSQL	<div><div style="width: 45%;"></div></div>
BigQuery	<div><div style="width: 40%;"></div></div>
BigTable	<div><div style="width: 35%;"></div></div>
Mongo	<div><div style="width: 30%;"></div></div>
Pub/Sub	<div><div style="width: 25%;"></div></div>
Kafka	<div><div style="width: 20%;"></div></div>
Lambda	<div><div style="width: 15%;"></div></div>
GCS	<div><div style="width: 10%;"></div></div>
AWS	<div><div style="width: 5%;"></div></div>
Azure	<div><div style="width: 5%;"></div></div>
Docker	<div><div style="width: 5%;"></div></div>
K8s	<div><div style="width: 5%;"></div></div>
Jenkins	<div><div style="width: 5%;"></div></div>

Summary

I am a team-oriented, self-motivated, and product-focused director of engineering with over 10 years of experience creating software and over 7 years leading and managing cross-functional technical departments including other managers. My recent experience ranges across payments, content distribution at scale, and engineering compliance. I am looking to utilize my talents at a growing, user-centric, and product-focused organization.

Experience

September 2021 - Present

Vertical Lead, Content Understanding @ Spotify

- Head of the Content Understanding Vertical within content platform focused on the safe distribution and consumption of content to millions; composed of 5 teams in the ML, back-end, and data engineering space.
- Drove numerous compliance-related projects including the adoption of the Digital Services Act and Articles 17 and 19 of the GDPR focused on data privacy, data erasure, appeals, transparency, and data attribution.
- Increased monetized user-created podcasts by 20% through the use of in-house multimodal and 3rd party machine learning models including OpenAI, Hive AI, and Assembly AI.
- Scaled systems and teams by instituting agile processes, overhauling documentation and onboarding practices, setting a technical vision, and communicating and measuring key metrics.
- Align on and communicate vision, direction, and roadmaps with Group Product Managers and other vertical leads; Create the right incentives, measure progress, and eliminate roadblocks to enable effective execution.
- Inspire managers and staff engineers via mentorship, one-on-ones, goal-setting, feedback, and formal reviews.
- Oversee hiring of engineering managers, product managers, staff engineers, and senior engineers within two product areas, resulting in the growth of 25 new hires within 18 months.

January 2020 - September 2021

Senior Engineering Manager, Payments @ Quadpay (Acquired by Zip Co)

- Managed the Payments Engineering Department which was responsible for all charges, refunds, and disbursements to merchants with roughly \$3bn in yearly transaction volume.
- Overhauled the hiring process with the help of co-members of the DEI committee, transitioning to pair programming away from whiteboarding algorithms, and standardizing questions to eliminate common biases.
- Instituted agile processes including sprint frameworks, fibonacci-style ticket sizing, refinement, estimation, commitment, and retros; measure and maintain velocity by identifying and getting ahead of blockers.
- Led on numerous projects including launching Quadpay in international markets, migrating from a monolithic architecture to microservices, compliance-driven changes to our fee structures, modernizing our accounting software and practices, implementing strong customer authentication, adapting to multiple payment processors and issuers, and scaling up our code and infrastructure to handle the 300%+ yoy growth.

May 2018 - January 2020

Head of Engineering @ Metis (Owned by Kaplan Inc)

- Built out and led the engineering department at the data-science division of Kaplan called Metis.
- Responsible for communicating velocity, vision, successes, and challenges directly to the President and C-Suite, coordinating top-down goals, KPIs, velocity, and deliverables utilizing agile methodologies.
- Managed a 20 person department through one-on-ones, mentorship, training, on-boarding, & direct feedback.
- Conduct product planning and prioritization meetings, scope projects before prioritization, design solutions to problems, head kickoff meetings, and communicate progress and data-driven results back to key stakeholders.

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References

Roland Nasr

Relationship: CTO @ Quadpay

Current: CTO @Dorsia

rolandnasr@gmail.com

Matthias Feist

Relationship: Manager @ Spotify

Current: CTO @ FoodFacts

matf.de@gmail.com

Varsha Subrahmanyan

Relationship: Direct Report @ Spotify

Varshasub4@gmail.com

Jason Moss

Relationship: SVP @ Kaplan

Current: Wonderschool

jasonamoss13@yahoo.com

Experience Continued

September 2016 - December 2018

Co-Founder, CTO @ Blackbook

- Co-Founded, built, and expanded a FinTech mobile ordering and payment app that boosted revenue by as much as \$75K per year at various clubs and restaurants in the Washington, DC area.
- Managed the engineering and product teams, working alongside the CEO as we built up the company.
- Led on investment and client meetings to secure new funding and contracts.
- Built a Point of Sale integration into restaurant systems in DC utilizing Ionic/Cordova, React, Node, Koa, JavaScript, MongoDB, and Mongoose.

October 2015 - June 2017

Senior Engineer @ Mobile Posse (Acquired by Digital Turbine)

- Created and maintained various user-facing applications built in Node, Express, Postgres, and Angular as well as sites built with Node, Express, Handlebars, and DynamoDB.
- Formalized the onboarding process for new hires. Established and maintained best coding/testing practices.
- Updated gulp build processes and node versions and implemented new tools for analytics tracking.
- Oversaw the migration of ad providers from AdSense to header bidding & DFP.

August 2011 - October 2015

Consultant, Software Engineer

- Key clients included National Education Association, NARAL, Center for Global Policy Solutions, DNC.
- Built public-facing and internal web apps for policy-focused clients primarily utilizing JavaScript frameworks and relational databases (MySQL, PostgreSQL), with a focus on data security and data management.
- Applications varied in complexity from maintaining simple brochure sites to automatically ingesting news and votes on legislation to build up databases for opposition research.

Education

2014 - Present - NYC & Online

Hunter College

Continuing Education toward Masters in Computer Science

2006 - 2010 - Boston, MA

Boston University

Bachelors of Arts in Philosophy

Bachelors of Science in Film and Television

Certifications and Relevant Coursework

- Algorithms Part 1 - Princeton/Coursera - Online - 2017
- Algorithms Part 2 - Princeton/Coursera - Online - 2017
- Multivariate Calculus 2 - Hunter College - In Person - 2019
- Discrete Structures - Hunter College - In Person - 2019
- Computer Theory I - Hunter College - Hybrid Online/In-Person - 2020
- OWASP PCI Compliance Certification - Online - 2020
- Automata Theory - Stanford - Online - 2021
- Self Supervised Machine Learning - Greenhouse - Online - 2022
- Google Cloud Professional Certification - Online - 2023