

# Nathan Young

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## Sr. Engineering Manager

### Nathan Young

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### Objective

To find a job role where my affinity for and skill with human and technical complexity are uniquely demanded.

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### Experience

#### Ondema

Increased reliability of deploys by implementing end-to-end integration testing using cypress and integrated test runs into github events using travis. Learned to navigate an architecture composed of react/redux, lambda, dynamo and cognito.

#### Cisco Systems / Sr. Engineering Manager

4/2012 - 11/2018, San Jose/Remote

Cut lead time on deliverables by a third and reduced onboarding time for new members by 75%. This was achieved by driving the effort to automate and standardize environment setup and teardown using virtualization, and by improving deploy automation. Updated processes across multiple scrum teams creating consistency with reduced process overhead and greater quality. Mentored leaders across multiple internal organizations in continuous delivery and business process improvement. Helped achieve business objective by managing rapid ramp down.

#### Cisco Systems / Engineering Manager

10/2006 - 4/2012, San Jose/Remote

As an Engineering Manager, I increased team productivity by shortening development iterations and improving product ownership. With more people we split into several teams and I took on more active mentoring to delegate code reviews and some aspects of process ownership so that the team could continue to function well at a larger scale. I continued creating high level estimates, and managing resource allocation.

#### Cisco Systems / Developer and Tech Lead

2/2002 - 10/2006, San Jose/Remote

Designed, implemented, and maintained a framework for reusable authoring that resulted in slashing authoring time while increasing design consistency. Initially I was the sole engineer maintaining the front end framework and templates for Cisco.com which had over 100k pages. As the scale and demand for flexibility in authoring grew, I hired and managed a team of engineers to create and maintain the front-end

framework. I was involved in all aspects of successful project delivery including tech lead, project estimates, reviewing all code, and managing revision control strategies up until the team grew to 12 people.

#### Contractorship

3/1998 - 2002

Estimated my own work and delivered for clients so that they were happy to write me checks.

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## Skills

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### Soft Skills

Mentoring and constructive feedback

Mediation and conflict resolution

Organizational Coaching

Big Picture Practicality

### Technical Skills

Release Management/Revision control strategies

Full stack architectural design

API design, validation, testing and versioning

Devops and test automation

React/Redux/graphql/lambda/dynamo

Cypress/Jest

github/travis/AWS

npm/semver/dependency management

HTML/XML/jsonschema

Functional reactive programming

### Staffing/Interviews

Employee career mentoring

Process design/troubleshooting including agile and lean methodologies

Product ownership: Work definition, estimation, and delivery