Alex D'Angelo

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Seattle, WA

I build collaborative engineering teams and help develop leaders, all in service of building great products.

I lead by example, rolling up my sleeves to contribute code and solve technical challenges.

I foster a supportive environment, where being open and vulnerable leads to deeper connections, growth from taking risks, and a stronger team overall.

EXPERIENCE

Career Break: Mar 2024 - Jan 2025

Caregiving and recharging. Writing code with Python, OpenAI, CrewAI, & Cursor.

Head of Engineering — Craft, Seattle, WA

Feb 2022 - Feb 2024

Craft (Series B) helps organizations reduce risks in their supply chain.

Led the 40+ person global engineering and IT organization.

Delivery and Impact

- Unblocked a $2M deal with a reusable technical solution I proposed while reducing development & support cost by $x00,000s annually.
- Delivered flagship B2B SaaS and Consumer apps and API with weekly releases. Gained SOC2 compliance.
- Launched v1 freemium product which converted paying customers.
- Oversaw development of the data platform to enable data scientists and analysts to build AI / ML models from 50+ data sources.
- Defined and executed the engineering strategy and roadmap aligned with business goals.

Technical Efficiency

- Drove or oversaw projects that slashed development costs by $200,000+ and saved weeks of engineering time annually.
- Established performance metrics and KPIs. Examples: reduced data support costs by 75%, and CI/CD time by 50%.
- Hands-on coding to make small features and targeted improvements to address bug hotspots using React, JS/TS, node.

Team Building

- Built a diverse global team, scaling from 20 to 40+ engineers, with nearly zero regrettable attrition.
- Overhauled hiring practices in partnership with Recruiting to improve velocity & candidate experience, achieving a ~90% offer acceptance rate.
- Turned around an engineering org with high attrition and low morale; boosted one team's NPS health score by +30.

SKILLS

Leading distributed teams

Working with diverse stakeholders

Leadership development, mentoring, mediation

Recruiting

Agile Scrum and Kanban, Scrum master

Technical: React, TypeScript / JavaScript, Node.js, Html, Css, Amazon Web Services / AWS, Azure, C#, .Net, C++, Python, Service-oriented architecture / Microservices, CI/CD, DevOps

Project Management

Effective communication and writing

EDUCATION

University of California, Santa Cruz

BS & MS Computer Science

VOLUNTEERING

School PTA

President, 2020-2021
Board member, 2018-2020

Director of Engineering — Craft, Seattle, WA

Oct 2020 - Feb 2022

As the first U.S. engineering hire, laid the groundwork for scaling engineering and product usage by 10x, overseeing full-stack B2B SaaS enterprise products, Growth / Consumer, and Platform / DevOps / Security / IT teams.

For the global engineering org

- Built a diverse North American engineering org, growing from 1 to 15 engineers and 3 teams.
- Partnered with Customer Success to establish the incident response process and SLA.
- Rolled out global on-call support to all engineers with training and playbooks.
- Set up a Help Desk ticket system for IT, customer bugs, and security. Tracked SLAs and used the data to make targeted improvements to reduce support cost while improving responsiveness.
- Overhauled level descriptions, setting clear expectations. Created tools to facilitate career conversations.
- Revamped onboarding guide as well as added setup automation so new engineers can push code on day 1.

As full-stack engineering chapter lead

- Set the technical roadmap for the application platform. Oversaw projects to increase engineering excellence and productivity.
- Facilitated chapter meetings, promoting knowledge sharing through tech talks and proposal reviews.
- Hands-on coding for small features and developer productivity improvements.

Software Development Manager — PayScale, Seattle, WA

Jan 2018 - Feb 2020

PayScale (Series D) is an HR tech startup with B2C and B2B products that help people get paid fairly.

Led software development of SaaS business products in Seattle, with 10 engineers on two distributed full-stack teams across 3 core products.

Delivered a v1 cloud-based pay cycle administration app. Completed core functionality and addressed key performance, security, and stability issues while increasing test coverage and reducing the support cost.

Software Development Manager — PayScale, Seattle, WA

Jan 2016 - Jan 2018

Led the team responsible for serving ~3 million unique data-driven pages to tens of millions of visitors.

In addition, I scaled the site to support the traffic using AWS CloudFront, S3, WAF, HAProxy.

Organized quarterly hack days for 3 years, leading to production features. My own hack day project led to $180,000+ in new opportunities and sparked a transformation of the sales org.

Earlier roles

- Principal Software Engineer / Web Architect — PayScale, 2014 - 2016
  - Led the strategy, development, and adoption of a modern front-end platform for all products using technologies like React and Webpack. Managed 1 engineer.
- Senior Software Engineer — PayScale, 2011 - 2014
  - Built features in B2B SaaS products and introduced modern front-end technologies.
- Senior Software Engineer — Myspace, 2010 - 2011
  - Developed OpenSocial REST web services and APIs for the Developer Platform.
- Software Design Engineer — Microsoft, 2004 - 2010
  - Windows, Bing Academic search v2, Bing Book search v1, Internet Explorer