

# Nathan Young

Portland, OR 97219

503-752-8562 • Nathan@ncyoung.com • www.linkedin.com/in/nathanyoung

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## Senior Engineering Manager

*Driven engineering manager with exceptional record of developing high-performing teams to implement web software that drives revenue, improves UX and engages end-users.*

### AREAS OF EXPERTISE

- Highly analytical and detail-oriented, skilled at implementing software solutions across internal systems to enhance operational efficiency.
- Driven, collaborative, and agile; successfully adapts to fluid environments with exceptional interpersonal skills and goal-oriented mindset.
- Stellar project manager adept at crafting big-picture vision, developing action plans, and delegating specific tasks to ensure successful project completion in a timely and cost-effective manner.
- Strong leader experienced at recruiting and developing high-performing associates, implementing Agile methodologies and CI, and building cross-functional teams for attainment of internal targets.

### TECHNICAL PROFICIENCIES

*Platforms:* Implementation of CI and Cloud platforms  
Design and architecture of complex web applications  
Metrics, segments, big data  
Longtime agile coach, SPC4 certified

*Tools:* Javascript, ES6, React, Redux, Node, NPM  
AWS, Kubernetes, Docker, Openstack, Travis, Circle, Puppet, Jenkins  
GraphQL, REST, API design, microservices, Lambda  
Mongo, Dynamo, NoSql, MySql, Postgres, Oracle, RDBMS  
Webpack, Bootstrap, Mocha, Jest, Cypress  
Git, githooks, github, Gitflow, Githubflow

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## Professional Experience

Ondema, Santa Barbara, CA and Remote

02/2018 – 04/2019

### Start-Up Manager

Championed end-to-end integration testing using Cypress to increase reliability of deployments during start-up phase of company. Integrated all test runs into Github using Travis in environment comprised of React/Redux, Lambda, Dynamo, and Cognito. Interfaced with senior leadership to implement foundational systems and create internal processes using Agile methodologies to foster extensive growth during early corporate stages.

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Cisco Systems, San Jose, California and Remote

02/2002 – 11/2018

## **Senior Engineering Manager** (04/2011 – 11/2018)

Led cross-functional teams and redesigned processes for scrum teams in order promote efficiency, support process improvements, and unify teams towards achievement of corporate targets. Coached key internal stakeholders across corporation to support continuous improvements and enhanced performance in all business units. Recruited, trained, and mentored developers to support internal projects and increase operational fluency.

### *Key Achievement:*

- Spearheaded automation efforts of dev environment startup/teardown and enhanced deploy automation, which reduced deliverables lead time by 33% and new-member onboarding time by 75%.

## **Product Owner** (10/2006 – 04/2011)

Directed delivery of complex end user-facing releases as product owner and engineering manager. Oversaw team development, task delegation, and product ownership to support corporate targets. Delegated code reviews and design processes to improve team scalability with various project scopes. Allocated resources, created high level estimates, and coached product associates for successful development of products.

### *Key Achievement:*

- Bolstered product team efficiency through creation of reduced development iterations and improvements in product ownership.

## **Developer and Tech Lead** (02/2002 – 10/2006)

Engineered and supported sustainable framework for reusable authoring to enhance performance consistency and support continuous process improvements. Oversaw expansion of project team to 12 associates to create front-end project framework. Coordinated total project lifecycle including creation of scope, estimates, code review, revision control strategies, and implementation.

### *Key Achievement:*

- Initiated project as sole engineer for development of front-end framework and templates for Cisco.com, which contained over 100k pages.