

# Steven G. Harms

## Engineering Manager, Full-Stack Engineer

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Driven to grow successful, optimized, inclusive engineering teams with code, process, and leadership.

2015-10 – **Sr. Director of Curriculum**, *DevBootcamp*, New York.

Present Oversaw, created, and assessed success of materials in preparing students for technical careers

- Established a global, standardized curriculum fulfilling critical branding and legal objectives of an equal experience across six schools
- Created software framework for documenting interrelation of learning objectives, instructional materials, and assessments in Ruby such that legacy organic experience could be tracked and presented for regulatory review. This mapping was used to build modules used for an on-line offering pilot
- Managed development team of regular staff and occasional contributors to create and maintain curricular assets in an Agile-inspired methodology
- Established authoring and peer-review process for all curricular assets that cleared all bug reports in approximately 200 challenges thus creating a seamless student experience
- Wrote, trained, and mentored existing staff in new ES6- and React-based material which allowed specific markets to capture identified funnel leaks (approximately 3-4 students per site projected at \$42,000 contribution)

2014-01 – **Teacher, Lead Teacher**, *DevBootcamp*, San Francisco then New York.

2015-10 Lectured, inspired, and mentored aspiring full-stack developers

- Taught Unix, Shell, Pipes, HTTP, Rack, Sinatra, DOM-based JavaScript, agile team process, advanced JavaScript Patterns, Rails, and project-driven engineering
- Introduced OO-based patterns in JavaScript into Curriculum thus improving SF-market outcomes
- Relocated to NYC as lead teacher of campus to managed team schedule, mentored teachers, reviewed lectures for pedagogical and rhetorical success, etc. in addition to teaching

2012-03 – **Full-Stack Software Developer**, *shopittome.com*, San Francisco.

2014-01 Maintained and extended full-stack web application

- Maintained an existing Rails and e-mail-based product
- Designed new JavaScript SPA interface using pre-1.0 Ember.JS driven by A/B testing

2000-06 – **Multiple Roles, IT Engineer**, *Cisco Inc.*, San Jose.

2011-10 Scaled employee productivity using IT systems across 11 years and 4 major groups

- Built e-mail backbone that routed  $\approx$  1bn messages / month (Unix server + Sendmail)
- Maintained and redesigned mailing list management system for  $\approx$  800K mailing lists in Perl. Built custom mail escrow service to throttle large-distribution send based on access control list in Perl
- Built custom IT developer productivity deployment kit using Maven such that contract developers were able to edit code in 1 day (versus 4-7) on custom platform; estimated savings \$12,000 / quarter

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## Education

1995 – 2000 **Mgmt. Information Systems (BBA), Philosophy (BA)**, *University of Texas*, Austin, TX.

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## Technologies

**Advanced**, Ruby, JavaScript, git, JavaScript frameworks, vim, tmux.

**Proficient**, Rails, ReactJS, SQL, Unix Sysadmin, CSS, Redux, jQuery-UI.

**General Concepts**, Microservices, APIs, A/B Testing, Product Management, Written and Verbal Communication.