MARVIN ALEMAN

Engineering Manager | Team Leadership | Process Improvement | Software Development

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EXPERIENCE

Engineering Manager
Justworks 📅 12/2022 - 02/2025 📍 New York, NY

- Led two teams of 14 engineers, including senior, mid-level, QA, and infrastructure engineers
- Collaborated closely with the product manager and design team(UI/UX) to define OKRs, create roadmaps, set milestones, and ensure **on-time delivery** of project
- Managed the Time Tracking Integrations and the Leave & Absence teams which were responsible for Integrations between Time Tracking and other Justworks offerings as well as the PTO Service
- Guided the team in decomposing legacy code and addressing product limitations, enabling workweek customization and unlocking **new market opportunities**
- Reviewed and approved tech proposals, spikes, and architecture designs to assure team focus on current objectives
- Mentored and developed engineering talent, ranging from interns to senior engineers, fostering the growth of future engineering leaders
- Introduced engineering processes within Time & Attendance that stabilized the team and enabled high performance
- Worked with external stakeholders to identify technical dependencies and remove blockers, ensuring smooth workstreams
- Led the development of custom integrations within Justworks products, utilizing Kafka, REST, and GraphQL APIs
- Enhanced observability and monitoring practices, improving alerting, faster remediation, and more efficient bug triage
- Managed the maintenance of a legacy Ruby on Rails monolith, addressing security issues while overseeing the transition of backend services to Go
- Leveraged AI Tooling for day to day work such as OpenAI ChatGPT

Engineering Manager
LeafLink 📅 11/2021 - 09/2022 📍 New York, NY

- Led 2 Engineering Pods of 12 members to successfully achieve quarterly OKRs
- Spearheaded the development of new inventory management features for the Leaflink marketplace using Python, Django, React, and PostgreSQL
- Collaborated with Product Managers and stakeholders to define roadmaps and set quarterly OKRs
- Worked closely with tech leads to draft and review technical documentation, including technical proposals and spikes
- Oversaw cross-functional collaboration with other pods and teams, identifying dependencies and addressing blockers
- Partnered with leadership to establish and implement engineering policies and procedures
- Led recruitment efforts, successfully hiring new engineers to expand and strengthen the team
- Introduced a Career Growth Tracker to monitor engineers' progress and guide their career development
- Worked one-on-one with direct reports to set personal OKRs and goals, fostering their career growth
- Reviewed code and got hands dirty whenever needed to help meet deadlines.
- Served as interim Engineering Manager for a new pod, while mentoring and coaching the incoming Associate Engineering Manager

Engineering Manager
M.M.LaFleur 📅 03/2020 - 10/2021 📍 New York, NY

- Led engineering team through pandemic challenges while overseeing critical technical migration.
- Developed and executed strategy to transition backend service to Shopify and built a new single-page application in React
- Introduced Kafka to streamline data flow into Netsuite and other data centers to address scaling concerns
- Led and mentored a team of Backend Engineers to achieve company objectives
- Rolled up sleeves whenever needed to support the team
- Designed and implemented Kafka infrastructure using Kafka REST API, Kafka Connect, and Confluent Cloud
- Transitioned the company from legacy monolithic PHP architecture to horizontally scalable microservices using Docker, Kubernetes, and distributed design patterns
- Developed a new local development environment with Docker for improved efficiency
- Enhanced application performance by optimizing MySQL queries and eliminating data layer bottlenecks
- Implemented Splunk to improve data logging and monitoring

SUMMARY

Engineering Leader, Partner, Coach, and Mentor.
Accomplished Engineering Leader with a proven track record of scaling engineering teams and successfully driving company deliverables. Highly adaptable and always willing to be hands-on whenever needed. Experienced across diverse industries, including HR Tech, Transportation, Workforce Management, and E-commerce.

Most recently, played a key role in helping Justworks' newly acquired Time Tracking team (formerly Boomr) implement processes and best practices fostering high-performing teams. This enabled the team to meet quarterly objectives and contribute to significant revenue growth for the business.

KEY ACHIEVEMENTS

💎 **Enhanced Team Productivity**
Increased team productivity by 25%, delivering 95% of projects on time within a year.

💎 **Boosted Marketplace Features**
Developed inventory features boosting LeafLink marketplace usage by 35% in two quarters.

💎 **300% Growth of fleet within 5 years**
Led the expansion of the company's affiliated driver fleet, growing from 100 to over 300 within five years, a 300% increase

💎 **Expanded Team Effectively**
Scaled engineering team from 5 to 12, improving project completion rate by 40%.

LANGUAGES

English	Native
Spanish	Native

ENGINEERING SKILLS

Go · Python · Java · Django · Ruby

Ruby on Rails · PHP · Laravel

Codeigniter · Javascript · Node.js · React

Vue.js · API · REST · GraphQL

S2S Auth · API Development · ETL · CMS

Jmeter · Load Testing · Stress Testing

Microservices Architecture

EXPERIENCE

Vice President of Software Engineering

Valilly
📅 10/2019 - 03/2020   📍 New York, NY

- Valilly acquired and rebranded Crowded
- Stayed on board to help leadership rebrand and document all proprietary technology while onboarding new engineers.

Vice President of Software Engineering

Crowded
📅 12/2018 - 10/2019   📍 New York, NY

- 30% hands-on helping the engineering team meet tight deadlines.
- Scaled team in HR Tech SaaS company specializing in enriching outdated resumes, providing hiring managers with updated and refined candidate profiles, and leveraging AI/ML to optimize search results.
- Managed team of 12 engineers including 3 tech leads, 6 software engineers, data scientists, data analysts and QA
- Led team to create ATS data pipelines and improve search matches by leveraging Machine Learning, Graph Databases, and Elasticsearch
- Led the development of a suite of HR tools that streamlined candidate searches for hiring managers
- Led the design, analysis, development, and delivery of innovative Artificial Intelligence / Machine Learning (AI/ML) to improve candidate search results and prediction models.
- Introduced and formalized the Software Development Life Cycle (SDLC)
- Collaborated with product leaders to define roadmaps
- Worked closely with the CTO to budget and plan engineering initiatives
- Aligned with Product stakeholders to define roadmaps and provide high-level estimates on projects
- Introduced new processes and policies while defining engineering SDLC
- Got down and dirty and coded to help the development team fulfill sprint goals
- Served as Data Protection Officer (DPO) for GDPR compliance

Lead Software Engineer

Crowded
📅 01/2017 - 12/2018   📍 New York, NY

- Developed and maintained a full-stack SaaS platform, recognized with TAtech's ReSIs Awards in 2017 and 2018
- Focused on developing proof-of-concepts and prototypes under tight deadlines to meet stakeholder requirements
- Designed and developed agnostic ETL pipelines to process over 12 million candidate resumes and loading them into various data stores
- Normalized and enriched heterogeneous data for advanced search and analytics
- Built a real-time candidate matching system using Elasticsearch, Redis, and Neo4j
- Developed custom full-text search functionality with Elasticsearch
- Led platform scalability efforts by implementing memory caching with Redis, optimizing databases, and refining legacy code
- Spearheaded the transition from a monolithic to a microservices architecture
- Utilized RabbitMQ for messaging and asynchronous task queuing
- Developed and scheduled CRON jobs to automate key processes
- Integrated third-party Applicant Tracking Systems (ATS) such as Greenhouse, Jobvite, and iCIMS
- Developed and integrated internal APIs (REST & SOAP)
- Worked extensively with AWS services, including EC2, S3, RDS, and Elasticsearch
- Engineered solutions using LAMP stack, Java, Node.js microservices, Redis, RabbitMQ, R, and Neo4j
- Designed and optimized MySQL schemas for performance and scalability

Director Of Software Engineering

Eastern Car Service
📅 01/2012 - 03/2017   📍 Brooklyn, NY

- Led the expansion of the company's affiliated driver fleet, growing from 100 to over 300 within five years, a 300% increase
- Spearheaded the growth of of product features, including real-time dispatching software, account management system, public APIs, payment gateway, and mobile booking apps.
- Scaled and managed a team of 24 cross-functional employees, including five software engineers, 3 managers, account executives, and dispatchers
- Manage contracts and SOWs with Third Party Contractors for development of key features
- Introduced new roles for managing corporate accounts, accounts payable/receivable, and sales expansion
- Led technical direction by setting goals and roadmaps
- Remained 30-50% hands-on to help continue with engineering progress

ENGINEERING SKILLS

MySQL   MariaDB   PostgreSQL   SQL

NoSQL   Elasticsearch   Neo4j   Redis

Kafka   RabbitMQ

AWS   Docker   Kubernetes   CircleCI

Git   Github Actions

ADDITIONAL SKILLS

Confluence   Jira   Asana   Lucidchart

Miro   Figma   Photoshop   AI Tooling

Business Development   Team Management

Project Planning   Roadmapping

Project Management   Adaptability

Engineering Development   Critical Thinking

People Management   Scrum Master

EDUCATION

Fairleigh Dickinson University

Art and Design H.S.

INTERESTS

💎 Over 20 years volunteering as a Baseball, Softball, and Soccer Coach

💎 Outdoor Activities: Camping, Hiking, Canoeing

💎 Landscaping, Gardening, and raising chickens

VOLUNTEERING

Softball Coach/Trainer
Mountainside Softball & Baseball League
📅 08/2023 - Present

Youth Baseball/Softball Coach
78 Youth Sports
📅 04/2018 - Present

Director of Youth Sports
Sunset Athletic Club
📅 01/2009 - 01/2020

EXPERIENCE

Lead Software Engineer

Eastern Car Service   📅 01/2007 - 03/2017   📍 Brooklyn, NY

- Initially hired to develop a simple booking web application for trips to and from NYC airports for one of the city's largest livery services, I soon saw the project evolve as customers embraced the convenience of bypassing long phone queues.
- Developed automated dispatching software solution leveraging geolocation and balanced distribution to fleet of over 300 vehicles
- Managed a team of 24 cross-functional employees, including 5 software engineers, 3 managers, account executives, and dispatchers
- Designed and developed a custom dispatching software solution
- Built a comprehensive accounting, payroll, and customer management system (CMS)
- Created scheduled automated data compilers to meet Taxi & Limousine Commission Audits
- Built a customer management system supporting scheduling and payment processing
- Developed an internal API solution for seamless integration with third-party affiliates
- Implemented a custom vehicle tracking solution using the Google Maps API
- Integrated FlightStats API for automatic flight status updates
- Created a PCI-compliant online payment system for real-time transactions
- Developed a real-time customer notification and messaging system using Twilio and SendGrid APIs

Software Engineer (Contract)

Welcome Agency (formerly Re#)   📅 06/2015 - 12/2016   📍 New York, NY

- Development of server-side API's for mobile application.
- Backend Software Development using PHP and Java Frameworks (Spring, Laravel, Codeigniter, Symfony)
- Customized popular e-Commerce and CMS platforms like Magento, Shopify and WordPress.
- Designed MySQL Relational Database
- Assisted with basic UI/UX design of apps.
- Worked as consultant tech lead on various projects

Senior Web Developer

Apple Appliances   📅 01/2005 - 01/2007   📍 Brooklyn, NY

- Tech Stack: Linux, Apache, PHP, JavaScript, MySQL, OsCommerce, Magento.
- Created custom e-Commerce Shopping Cart Solution using OsCommerce.
- Redesigned and developed Website with PHP, CSS, JavaScript and HTML.
- Customized admin platform to plug into shipping and credit card solutions.
- Redesigned MySQL Database to accept a more diverse line of products.
- Designed ad banners and graphics for seasonal or marketing use using Adobe Photoshop.

Web Developer, Content Manager

AJ Madison   📅 01/2004 - 01/2005   📍 Brooklyn, NY

- Developed and maintained marketing web pages highlighting products and seasonal sales
- Created product comparison pages written in PHP, Javascript, CSS
- Designed and created web assets including graphics, web design and marketing material using Adobe Photoshop and Illustrator.
- Web content management of product and inventory using CMS.
- Edited images and wrote product descriptions.

Web Developer

CompuCreations   📅 08/2003 - 12/2003   📍 Location

- Created web graphic content for client's needs using Adobe Photoshop and Illustrator.
- Designed web animations for customers using Flash.
- Custom web design for customer's websites
- Maintaned various clients' WordPress and Magento websites