

Shaine Hatch

[shaine@squidtree.com](mailto:shaine@squidtree.com)

801.696.4126

[squidtree.com](http://squidtree.com)

[github.com/shaine](https://github.com/shaine)

# I make software

I like what I do. I've been doing it for 15 years! I focus on building teams who design and communicate with an emphasis on the future.

## Experience

### Nav Technologies *Engineering Manager (2017.09–present)*

Used **Ruby** to build a cashflow analysis system serving 50,000 small business owners. Created a team to manage this and several other business-critical systems written in **Elixir**, among other languages. Improved communication culture and org scalability through initiatives promoting documentation and observability best practices.

### Overstock *Principal Engineer (2013.12–2017.09)*

Served as frontend architect on the mobile web team. Led a team to build a client & server **React** app serving millions of visitors per week and **\$100MM** in revenue. Built **continuous integration** tools in **Node** to automate away hundreds of wasted dev hours per month. Added millions in revenue through **performance analysis** and optimization.

### Digital Trike *Web Developer (2008.07–2013.12)*

Trained devs on frontend development, built **Backbone** apps, and designed an internal **PHP** framework for use in recurring client website contracts.

## Depth *(readily applicable understanding)*

- ▶ App & system architecture
- ▶ API Design, GraphQL, gRPC
- ▶ Team evolution and retention
- ▶ Domain-driven design
- ▶ Ruby, Elixir
- ▶ JS (*React, node, tooling, &c.*)
- ▶ Tracing, monitoring, observability
- ▶ Postgres & schema design
- ▶ Testing theory (*TDD & friends*)
- ▶ Quality management, automation
- ▶ Continuous delivery & experimentation

## Breadth *(some exposure, or understanding from yesteryear)*

- ▶ Frontend architecture
- ▶ PHP (*have authored with*)
- ▶ Java, Python, Typescript, golang (*have maintained*)
- ▶ Application performance analysis & load testing
- ▶ Security/risk analysis
- ▶ Machine learning
- ▶ User experience
- ▶ CSS (*and its preprocessors*)
- ▶ Kubernetes, Docker
- ▶ AWS & server maintenance