

Scott Moore

13295 SW Glenhaven St Beaverton, OR 97005 / 253.380.3561 / scott@buffbit.com

Engineering leader with passion for building efficient, engaged organizations that consistently and reliably deliver world-class products and services. Seeking director-level roles to significantly impact business strategy, develop high-performing engineering teams, and deliver meaningful products.

April 2021 – Present: Senior Engineering Manager, Doma, Remote – Built the platform engineering organization by defining team structure, staffing, and mission. Hired and retained top talent to accomplish organizational goals through consistent execution against quarterly and yearly strategic plans. Developed hiring strategies and interview loops for many different positions including net-new roles for the company. Maintained high-performance and accountable organization through effective coaching, mentoring, and performance management.

- Led team to build a comprehensive cloud platform which resulted in 80% reduction for infrastructure cost.
- Defined top-level metrics to track team performance in order to make tactical and strategic decisions.
- Develop foundational engineering leadership procedures for career development, project planning, and feedback.
- Proposed and implemented organizational changes to better align workstreams and drive operational efficiency.
- Developed procedures for maintaining a high-performance organization through accountability and corrective feedback models.

June 2018 – April 2021: Engineering Manager II, Box, Redwood City, CA – Led multiple product teams and built a new platform team to capitalize on high-leverage architectural opportunities within the company. Worked with senior leadership on defining strategic objectives, translated into goals and vision for engineering teams, and managed multiple teams of engineers. Built strategic alignment, project planning procedures, and operating model with product counterparts. Advocated for and implemented new technologies and procedures to improve team efficiency, release quality, and business impact. Developed leadership talent on teams to scale and provide engaging growth opportunities.

- Drove vision, architecture, and execution of strategic product deliverables for the web organization.
- Advocate for several company-wide technical initiatives, including consolidation of application service tier.
- Developed, built, and ran a platform team accelerating product delivery by leveraging common technologies.
- Standardized and clarified processes for engineer development planning and on-call procedures.
- Proposed new organizational structures and high-leverage process changes.

October 2012 – May 2018: Engineering Manager, AppNexus, New York, NY – Led two bi-coastal teams of developers remotely working on UI platform and access control teams. Work with other cross-functional groups to deliver quality code using agile methodologies. Manage developers, conduct one-on-ones, and drive direct reports development and growth within the organization. Coordinated requirements, deadlines, and resourcing with business stakeholders and other technical teams to ensure the technical success of projects.

- Managed team through company layoffs and multiple restructuring events while maintaining high morale.
- Developed team and individual goals using the OKR framework
- Implemented a structured feedback model for direct reports.
- Proposed and executed a project to lower COGS by \$300k/year via core service consolidation.

November 2010 – October 2012: Senior Software Developer, RBS, Stamford, CT – Developed new analytics/tracking tools to support the second-largest trading floor in the world. Serve as resident JavaScript subject matter expert.

October 2009 – November 2010: Software Developer, Corbis Corporation, Seattle, WA – Lead front-end development teams to build functionality and optimize the existing site to meet customer needs and facilitate growth.

December 2008 – October 2009: Software Engineer, Webfoot Staffing at Microsoft, Redmond, WA – Worked with the Bing Core Search Incubation team on developing rapid prototypes of new/experimental features for evaluation.

November 2006 – November 2008: ASP.Net Developer, ArenaGroup Inc., Bellevue, WA – Developed new features and maintained an ASP.Net project that spanned multiple million lines of C# code.

March 2005 – November 2006: Web Developer, Business Internet Services, Tacoma, WA – Developed, maintained, and supported dynamic web applications for large corporate clients.

Education: BS in Computing and Software Systems 2005, University of Washington

Technologies: Node.js, JavaScript, CSS, React, Kubernetes, Swift, C#, Java, PHP, Python