

**BRIAN RUNK**

brian@brianrunk.net

**Sr Director of Software Engineering   Sparkfund**

Nov 2019 - Mar 2023

Washington, DC

- Senior-most Engineering leader responsible for all technical leadership at Sparkfund.
- Led the adoption of a new software stack utilizing React, Phoenix/Elixir, and PostgreSQL.
- Managed the architecture and development of SparkOS, a platform to streamline the implementation of energy efficiency projects.
- Oversaw the design of Sparkfund's Internet of Things (IoT) data pipeline, automated equipment assessment and ongoing monitoring.
- Introduced Agile Methodologies into the Software Development Lifecycle (SDLC), enabling a highly collaborative, cross-team project flow.
- Coordinated quarterly roadmap reviews with executives and stakeholders for strategic planning and updates.
- Established bi-weekly, cross-functional checkins organized around ongoing project tracks.
- Created an information management strategy, making data available for both operational needs and business intelligence.
- Instituted a review process for third-party software integrations and support for internal operations and tooling.
- Incorporated the creation and updating of documentation, testing, CI/CD, site alerting & monitoring, metrics collection and reporting.
- Responsible for budgets covering company-wide software expenses as well as development costs and staffing for technical teams
- Took on all phases of hiring: drafting job postings, scheduling interviews, coordinating offers.
- Handled the team's outsourced IT vendor relationships on a day-to-day and contract negotiation basis,
- Led upgrade of Sparkfund's security posture, overhauling policies and instituting an SDLC to prepare for SOC1/SOC2 compliance.
- Produced documentation for due diligence related to investor financing and conducted the same review of potential acquisition.

<https://linkedin.com/in/brianrunk>

**Engineering Manager**

May 2016 – July 2019

**Etsy**

Brooklyn, NY

- Built a diverse team of over twenty software engineers
- Maintained consistent productivity, high morale and low turnover over a tumultuous three-year period.
- Introduced Agile processes to encourage a team-led, highly collaborative work environment with clear visibility on progress and predictable delivery dates.
- Managed the migration to a third-party email marketing platform. This involved the transfer of millions of data points, updated on a nightly basis.
- Team developed a highly-customized user experience for the internal marketing team. Project handled an average send volume of 10 million emails per hour.
- Managed the migration of customer support to a third-party platform. This system was included nightly and hourly data synchronization between Etsy's internal system.
- Helped create a highly customized, and uniform support experience for both customers and agents supporting an average of 2,000 per day.
- Launched the infrastructure required to enable Chat and Inbound Phone Support, extending availability to full 24 hour/ 7 day access.
- Developed and managed multiple applications to address Etsy's two-sided marketplace.
- Regularly coordinated yearly development plans with executive stake holders and partner teams, communicating regular progress against KPIs each quarter.

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**Engineering Manager**

Dec 2012 – Dec 2015

**Constant Contact**

Waltham, MA

- Personally recruited over twenty engineers, building out a diverse, full-stack team.
- Led the development & release of a rewrite of the company's main CRM app, with the team converting the code from Java to Ruby on Rails, simultaneous with a database overhaul from DB2 to an entirely new schema in MySQL
- Managed the migration of over 650,000 customers at regular intervals over a year and a half, each milestone marking an increase in customer data complexity and scalability.
- Initiated a defect-reduction effort that marked a decline from over 300 issues to 34, with quality continuing to fall from an average of 25 released per month to a current low of 3
- Led the implementation of team-based Performance testing for Application Scaling and future Feature Development
- Instituted a Continuous Delivery Pipeline, reducing deployment overhead from 6 engineers over 2 days down to 1 engineer in 2 hours
- Created an Apprenticeship program designed to grow high-potential candidates into permanent employees.
- Developed conference talks & speaking opportunities for team members and public coding events.

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**Manager of Development**

November 2010 – November 2012

**America's Test Kitchen**

Brookline, MA

- Directed the hiring and day-to-day work of engineers, contractors and partner firms while establishing associated team processes and communications practices.
- Managed the development of [www.onlinecookingschool.com](http://www.onlinecookingschool.com), resulting in the best retention of any product launched in company history.
- Developed the interactive instructional framework.
- Coordinated integrations with third-party applications within the Cooking School site.
- Led the redesign and technical overhaul of three individual sites (Cooks Illustrated, Cook's Country, America's Test Kitchen), unifying the design and application framework.
- Oversaw the migration of over two million users across multiple sites and subscription plans, from a third-party payment processor and user administration system into a unified database with multi-tiered membership and single sign on capabilities.

**17 additional years of internet engineering and leadership experience.**

**Lieutenant, United States Coast Guard**

**Bachelor of Arts, Language & Literature**

**St Mary's College of Maryland**

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**Programming Experience:**

AWS, Heroku, Java, Javascript, React.js, Ruby on Rails, Scripting, SQL, PL-SQL, PostgreSQL, XML/XSL

**Leadership and Management:**

Budgeting, KPI Monitoring, Leadership, Resource Allocation, Stakeholder Engagement, Strategic Planning, Team Management, Vendor Management

**Software Development Practices:**

Agile Methodologies, Continuous Integration/Continuous Deployment (CI/CD), DevOps, Software Development Lifecycle (SDLC)

**Technical Architecture:**

Big Data, Cloud Computing, Cybersecurity, Distributed Systems, Integrations

**Product Development Lifecycle:**

Discovery & Design, Innovation, Performance Metrics, Product Management, Quality Assurance (QA), Roadmapping, Scalability