Aaron J Wagner

📱+ 💬 : (832) 910-4795

✉ : aaron@aaronwagner.net

🌐 : aaronwagner.net

in : aaronjosephwagner

🏛 Texas Tech University
Class of 2008

Bachelors Degree
Business Administration
Management Information
Systems

Proficiencies

Team Management

Leadership

Recruiting

Javascript

Typescript

React.JS

Node.JS

C#/.Net

Mongo DB

SQL (MS/MySQL/Postgres)

AWS/Azure

Snark and Sarcasm

Making Rad Things, Since 2002…

At my core, I am a software engineer. I have also found that I enjoy leadership as well. And I am pretty good at it, too.

I thrive working with people who are experts in their field, while at the same time mentoring those that are up-and-coming.

Management Style

I believe the best way to drive business value is in forming meaningful relationships with those I have been entrusted to lead. In this way, you *start* from a position of trust. I manage people the way that I myself want to be managed; meet them where they are, then empower and enable them towards success.

Passions

- Radical honesty and openness
- Transparent and equitable recruiting
- Breaking down boundaries between teams
- Accountability with meaningful metrics and KPIs
- Finding the perfect gif (hard "G")

About Me Outside of Work

I spend my time outside of work caring for my family. They are the reason I do everything that I do. I am also interested in technology trends, connecting with friends, enjoying craft beer or wrenching on a 20+ year-old BMW.

Projects

Monolith Decoupling

Tech Used

Node.JS with Typescript
React
Webpack Federation
GraphQL

Zego relies heavily on a monolith application that drives nearly 80% of revenue for the company. This application is expensive to maintain because it is written in a language that doesn't see a lot of use in modern tech stacks. Tribal knowledge exists within sparse documentation and 1-2 staff engineers. This presents not only significant risk to the company, but to the engineering teams as well.

To mitigate this risk, we have invested heavily into decoupling its features into standalone microservices and microfrontends. With this approach we have seen increased collaboration across teams, fostered a sense of ownership and accountability, and made services trivial to maintain and deploy.

TUNE Network

Tech Used

Node.JS
Typescript
Swagger
PHP
Redis
MySQL
DynamoDB

The TUNE Network initiative is a multi-year, cross team effort, led by my team at TUNE. The product was, and is, one of the leading affiliate marketing platforms on the market. However, the nature of the platform did not lend itself well to sharing offers (one of the central concepts in affiliate marketing) across customer instances.

Sharing offers had been tried before. The thing we did in order to succeed was two pronged; leveraging a new microservice for connecting offers across instances, paired with a shared datastore into which offers were synced in real time. This infrastructure already existed (and was well proven); we just leveraged it to do something that had never been done before. This enabled us to bring the solution to market much faster, allowed us to validate our assumptions quickly, and make rapid, iterative adjustments to market demands. This resulted in a fast and positive ROI for the company.

Experience

Zego
Engineering Manager
March 2024 - Present
Direct Reports Managed: 22
with 5 Technical Leads

When joining Zego, I inherited a team of 22 engineers. These teams were arranged in five squads, each with a product owner, a lead engineer, two to three engineers, and a QA engineer.

In my time leading these teams, we took on two major initiatives; the first to unify the mobile and web experiences for each persona type, and the other to decouple a monolithic application into smaller microservices and microfrontends. These efforts drove business value by reducing the lines of code by more than 15%, and reduced engineering's technical debt load.

TUNE Inc.
Software Development Manager
October 2021 - March 2024
Direct Reports Managed: 12
with 4 Technical Leads

I was responsible for growing this team (from one to twelve engineers) in order to take ownership of a massive feature-set that spanned multiple discipline areas. Once staffed, we started multiple initiatives: the first to diversify the company's revenue streams, and the other to modernize our stack.

Loomis USA
Software Development Manager
October 2019 - October 2021
Direct Reports Managed: 6

Senior Frontend Developer
November 2015 - October 2019

In my role at Loomis, I was responsible for building a brand new team of six engineers. We were responsible for the maintenance and modernization of the Loomis Direct customer portal, which we stabilized and began efforts to modernize.

This team also took on a major project to improve reporting load times by creating an ETL process to pull data out of our warehouse. This effort reduced run times from minutes to milliseconds.

Adhere Creative
Lead Developer
June 2014 - November 2015
Direct Reports Managed: 2

Here I was tasked with development of client projects and mentoring junior developers. Types of projects include Hubspot & WordPress integrations and other business, technical and leadership functions.

UTHealth School of Public Health
Director of Software Development
January 2013 - June 2014
Direct Reports Managed: 3

Manager of Website Operations
September 2010 - December 2012

During my time in this position, my team of three engineers launched three major applications, two supporting applications, and started development on a major, campus-wide application to track IT assets.

Other Positions

UTHealth Communications   *Web Developer III* | April 2009 - May 2010

Lubbock A/V   *Marketing Specialist* | June 2006 - July 2007

C&S Cable   *Website Developer/Administrator* | June 2002 - May 2006

A Note From Me

To the hiring committee

Thank you for considering my application for the Vice President of Software Engineering position. With over two decades of hands-on engineering experience and six years in strategic leadership roles, I am eager to bring my skills in technology management and team development to work for your organization.

Throughout my career, I have consistently leveraged my technical expertise to drive innovation and deliver results. As a Software Engineering Manager for the past six years, I have honed my ability to lead cross-functional teams in agile environments, fostering a culture of open communication, honesty, and trust. This approach has not only enhanced team cohesion but also led to highly successful project outcomes.

I've led teams of up to 34 engineers, fostering a collaborative environment that encourages creativity and initiative. Developed and implemented strategic plans that aligned with business objectives while keeping tech debt under control. I have a deep understanding of multiple languages and modern tech stacks, ensuring informed decision-making and effective technical leadership.

Finally, I've built strong relationships with stakeholders across departments, facilitating smooth project execution and alignment with organizational goals.

I am confident that my background in engineering and management, coupled with my dedication to open and honest leadership, make me a strong candidate for this position.

Thank you!

Aaron Wagner