AaronJ Wagner

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🏛 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…

Above all, I am a software engineer. I also happen to be a pretty decent leader.

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

Management Style

I am a firm believer in forming meaningful relationships with people, first and foremost. In this way, you *start* from a position of trust, and you build from there. I manage people the way that I myself want to be managed; meet them where they are, and empower them to be an overwhelming success.

Passions

- Radical honesty and openness
- Transparent and equitable recruiting
- Connecting with stakeholders and leadership
- 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

With over 20 years of experience in the industry, I have done a lot! You can see more by visiting my website at aaronwagner.net

TUNE Network

Tech Used
Node.JS
Typescript
Swagger
PHP
Redis
MySQL
DynamoDB

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

Sharing offers had been tried within our platform before, and failed. What we did to get it right was to let our product team hold the reins, and staffing the team to a level that we could not only keep the lights on, but extend the platform to do what we needed to do to meet the goals of the business.

Project Rose

Tech Used
C#/.Net Core
MongoDB
MSSQL Server
Web API
Swagger

Loomis' core business is cash management. And like any asset that you entrust to a third party, you require visibility. The problem arises when your data warehouse is not exactly built for reporting performance.

And that was the case for Loomis' vault management reporting infrastructure. Reports would sometimes take as long as 10+ minutes to run, crash, or just timeout altogether.

My team, along with SME resources from our business units, developed a solution that dropped the total reporting time from minutes to milliseconds. At its core, our solution was an ETL process that denormalized the data warehouse for every report. Simple as that. Each ETL ran independently and stored data in its own table, specifically crafted for high performance reporting.

Zenith Microservices

Tech Used
Node.JS with Typescript
GraphQL

Woven throughout my career has been the use of microservices. This architecture has always resounded with me and the latest iteration, Zenith, is an internal monorepo, with exposure to the internet through a GraphQL service.

Experience

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

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

In my time leading these teams, we took on two major initiatives; the first to unify the mobile and web experiences, and the other to decouple a monolithic application into smaller microservices and microfrontends. These efforts drove business value by reducing the lines of code, and overall tech debt load.

TUNE, Inc
Software Development Manager
October 2021 - August 2024
Direct Reports Managed: 16
with 4 Technical Leads

At TUNE, I started with a team of one senior engineer and, utilizing a mix of on-and-off-shore talent, I grew the team to 16 engineers. I then divided this large team into smaller, more nimble teams of 3-4 engineers.

We were responsible for most things that were customer-facing; APIs, user interfaces, etc. We were tasked with two years-long initiatives: the first to diversify the company's revenue streams & the other to modernize our stack.

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

I was responsible for a brand new team, staffed up from just myself to 6 FTEs. We were responsible for the Loomis Direct customer portal, which we stabilized and began efforts to modernize.

Senior Frontend Engineer
November 2015 - October 2019

As a frontend engineer, I was responsible for development and maintenance of three major internal and external web applications, supporting over 35,000 remote devices. I was responsible for building a major internal application that is used by hundreds of users, from support roles to the C-Suite.

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 COS integrations, WordPress CMS development and other business, technical and leadership functions.

UTHealth SPH
Director of Software Development
January 2013 - June 2014
Direct Reports Managed: 3

During my time in this position, my team of three engineers launched three major applications, two supporting applications, as well as started development on a major, campus-wide application to track IT assets across the university (consisting of over 4,000 staff and faculty and 7,000 students across 6 cities).

Manager of Website Operations
September 2010 - December 2012

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