

Matt Billings

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SUMMARY

Matt is a successful engineering manager with 10+ years of combined management/leadership experience with a specialty in building high performing teams. He collaborates cross-functionally with teams throughout the organization and focuses on delivering results. Matt has a proven track record of providing clarity and creation of growth opportunities for team members and leverages his strengths as a harmonizer to improve momentum and morale.

EXPERIENCE

2016 - Present

Software Engineering Manager, Mailchimp, Atlanta, Ga

- Conceived and hosted an internal management conference for 95 participants covering topics on the craft of management.
- Authored resources and hosted workshops to improve management practices with a focus on actionability. Topics included Streamlining Manager Handoffs, Improving Morale, Clarifying Expectations in Matrix Management, and Creating Jira dashboards for Agile teams.
- Created and led a working group around Ownership which produced five case studies, established best practices for successful ownership transfer, and documented owners for all batch jobs, resulting in faster resolution of war room events.
- Led multiple growth teams focused on improving user acquisition and feature activation through Information Architecture, Navigation, and Activity Feed improvements resulting in an estimated 2MM Annual Recurring Revenue.
- Created a management course for the company's official mentorship program to encourage skill development in employees from a variety of backgrounds who may seek roles in management.
- Responsible for delivery management of major in-app features including conversion of forms to single opt-in and GDPR compliance updates. Orchestrated connection of twelve additional e-commerce platforms and removal of one. Developed foundation for Behavioral Targeting for automations and created tracking pixel, which powers connecting sites with Google/Facebook Ads. Migrated support platform from live person to Zendesk.
- Managed a staff of seven engineering reports while leading a separate cross-functional team of 25 in disciplines including design, research and marketing.
- Drove implementation and change management strategy to convert big deployments to CI/CD, including needs assessment, strategic communication plan, implementation, and post-conversion support.
- Served in a leadership role for Kimp Radio, Mailchimp's in house streaming radio station, with responsibility for scheduling rosters, training DJ's, and distributing weekly communications.

2015 - 2016

Software Development Manager, Pindrop, Atlanta, Ga

- Supervised six engineers, with responsibilities including mentoring, performance evaluation, and monitoring of project contribution from initiation to delivery.

- Developed a cross-team engineering evaluation program to identify pain points and create initiatives for improvements and monitored solution implementation.
- Managed remote contractor team of four engineers and three in-house engineers for install and upgrade project which reduced upgrade time from six hours to one hour.
- Led cross-functional initiative between Engineering, Quality Assurance, and Product teams to determine inter-team contracts and improve communication to ensure efficient outcomes.
- Created a new hire orientation program featuring a buddy system and goal evaluation milestones.

2012 - 2015

Engineering Manager, Tapjoy, Atlanta, Ga

- Managed three direct reports and led seven employees across two sub-teams.
- Performed Scrum Master duties including sprint planning, standups, retrospectives, and postmortems.
- Led planning efforts for yearly key objectives and determined dependency matrix for feature development.
- Coordinated timelines with a remote contractor team of four to create an advertising reach tool.
- Technical efforts included creation of a performant compound ad unit system using CoffeeScript powered by custom Rails + backbone.js Admin Management Single Page App.

2010 - 2012

PHP Developer, Remark Media, Atlanta, Ga

- Authored several portions of Sharecare.com website using Zend Framework, MongoDB, and JavaScript, including Question and Answers, User profiles, and site's homepage .
- Implemented frontend to API functionality using Backbone.js / Require.js / PHP.
- Implemented custom JavaScript rotator with corresponding Admin Management Console for use on homepage.
- Load tested and optimized load times and throughput with Apache Benchmark and XDebug.
- Created more than 20 MapReduce and data migration scripts for MongoDB.

2007 - 2010

Sr. Software Engineer/Technical Lead, Threespot, Washington, DC

- Supervised development teams and Technical Lead redesign of Humane Society International website.
- Supervised development teams working on American Civil Liberties Union and Peace Corps website.
- Served as Technical Team representative on Threespot Process Team, an inter-departmental committee focused on increasing company efficiency and team building.
- Developed and taught cross-training classes to members of the technology and design team (topics included PHP, jQuery, and Arduino microcontroller).

EDUCATION

University of Georgia, Athens, Georgia

Bachelor of Arts Computer Science

Music Director, WUOG