

Carol Lee

Director

Senior Director of Engineering with 16 years in consumer and platform software, currently leading 70+ engineers across four product groups. Built and scaled hiring, planning, and on-call systems through two acquisitions and a Series D round.

Contact Information



(503) 555-0173



yolanda.brewster@example.com



Portland, OR 12345

Education

- B.S. Computer Science, University of Washington, 2009

Key Skills

- Organizational design
- Multi-team planning
- Platform strategy
- Cloud cost management
- Incident command
- Hiring at scale
- Manager coaching
- Board reporting
- M&A integration
- SOC 2 / HIPAA programs
- Architecture review

Professional Experience

SENIOR DIRECTOR OF ENGINEERING, PLATFORM | MARQUETTE HEALTH, PORTLAND, OR
2021 – PRESENT

- Lead 4 engineering groups (72 engineers, 9 managers) building the data and identity platform for a 14M-user health app.
- Owned the migration off a legacy monolith; reduced cloud spend by \$4.7M annually and cut p95 latency 41%.
- Set the hiring plan for 2022-2024; closed 38 senior+ hires with a 12% regrettable attrition rate.
- Chair the architecture council; approved or rejected 60+ design proposals against a published rubric.
- Report quarterly to the board on platform reliability and security posture.

DIRECTOR OF ENGINEERING | KESTREL MOBILE, SEATTLE, WA
2018 – 2021

- Ran a 35-engineer org across iOS, Android, and backend during the company's Series C and D rounds.
- Replaced a quarterly release cadence with biweekly trains; on-time release rate moved from 64% to 91%.
- Drove SOC 2 Type II readiness, working with security and legal on a 9-month program.
- Built the first manager training track; 7 ICs moved into EM roles over three years.
- Acted as engineering lead during the 2020 acquisition of Halberd Notify, integrating 14 engineers.

ENGINEERING MANAGER, THEN SENIOR MANAGER | LATTICE PRINT SOFTWARE, SEATTLE, WA
2014 – 2018

- Promoted from EM to Senior Manager in 2016; ended tenure with 18 reports across two teams.
- Owned the rewrite of the rendering pipeline, cutting average export time from 38 to 11 seconds.
- Introduced blameless postmortems; the practice was adopted org-wide within a year.
- Partnered with product to ship the company's first mobile editor.

SENIOR SOFTWARE ENGINEER | CRAVENHILL SYSTEMS, SEATTLE, WA
2011 – 2014

- Tech lead for the billing platform serving ~600k SMB accounts.
- Designed the retry and dunning system still in production at time of departure.

- Mentored 4 junior engineers and ran the team's interview loop.
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