

# MARCO ROSSI

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## CAREER SUMMARY

Engineering Manager with over 10 years of experience across backend and frontend development work. Proven track record of scaling and leading tech team in a start-up environment, having up to 20 engineers under my direct or indirect management. Capable of utilizing data collection and analysis to drive future success and improve instruction.

## PROFESSIONAL EXPERIENCE

### HEAD OF ENGINEERING | COMPANY X | 2021-2022

- Scaled up the tech team from 0 to 11 contributors in 8 months with an Interview to hire ratio of 15% and every candidate confirmed after 3 months of probation
  - Hired 5 engineers (two senior software engineers, two senior engineers, and one junior data engineer)
  - Plugged in contributions of 4 web developers from our Decentralized Autonomous Organizations (DAOS)
  - Managed and onboarded the entire tech team plus 2 long-term freelancers
  - Increased the diversity of the team by focusing on hiring women, non-Europeans and candidates over 20 years old
- Led efforts to create a data-driven culture of continuous improvement by creating documentation for async onboarding, requiring initial and periodic skills assessments, and introducing promotion ladders
- Increased the ability to mint and transact IP-NFTs from 1 to 10 a day by bridging the Command Line Interface (CLI) to a usable, admin-facing Graphical User Interface (GUI)
- Built out two main layers of technology (protocol layer and product layer) for a novel NFT smart contract, designing modules to authenticate owners of NFT, to decrypt/encrypt owner data for them, and to grant transactability of the assets
- Worked with the Product, Design and Strategy Directors to identify business outcomes aligned with the company long-term mission, reach out to stakeholders connected to the mission, and interview stakeholders to discover pain points and growth opportunities

### FRONT END DEVELOPMENT TEAM LEAD | COMPANY Y | 2016-2021

- Led a team of 3 (two-full stack developers and one platform engineer) in charge of the Merchant Dashboard architecture design and software development
- Built complex merchant web application following TDD and Agile principles, starting from a Ruby on Rails backbone app and then managing the actual front-end with React + Redux + Sagas
- Reduced average incident time resolution to less than 60 minutes by Introducing quality control and TDD approach, plus on-call rotation practice to support customers

## SOFTWARE ENGINEER | COMPANY Z | 2013-2015

- Led front end development for survey tool that integrated the IBM Watson API, becoming one of the first professionals to integrate with the IBM Watson API
- Developed a map-style editor for complex branching for the survey tool, an analytics dashboard, and a data explorer that displayed behavioral insights about survey respondents
- Received 1k surveys with 250k unique respondents for 70+ high-ticket business-to-business clients, generating Annual Recurring Revenue of over \$1.2M

## TECHNOLOGY SKILLS

- **Full-stack languages:** JavaScript, TypeScript, Ruby on Rails
- **Frontend Frameworks and add-ons:** React, Angular, Vue, Redux, Sagas
- **Databases, ORMs:** MongoDB, Mongoose, Redis, Postgresql, Prisma
- **Web primitives:** HTML5, CSS3
- **Evolved frameworks/runtimes/servers/utilities:** Next.js, Node.js, Express, Webpack, Grunt, Gulp
- **Testing:** Jest, Sinon, Chai, Cypress
- **Platforms:** Vercel, Supabase, AWS, Netlify, Heroku
- **Web3:** Truffle, Infura, IPFS, Arweave, Solidity

## AREAS OF EXPERTISE

- Product Discovery
- Information Architecture
- User Experience
- Algorithms
- Test Driven Development
- Systems Architecture
- User Interface Design
- Web Development
- Agile Methodologies
- Startup

## EDUCATION

MASTERS IN SOFTWARE ENGINEERING (MENG) | UNIVERSITY OF ROME "LA SAPIENZA"  
BACHELORS IN COMPUTER SCIENCE (BENG) | UNIVERSITY OF ROME "LA SAPIENZA"