
RESUME

Ryan Lindsey

SENIOR ENGINEERING MANAGER

Agentic engineering is making engineers dramatically faster. I build the instruments that let the organization around them keep pace. Nineteen years in software, a decade of it leading engineering teams: I own incident management for an entire engineering organization, I build the agentic tooling that other managers choose to adopt, and I still ship the code. The habit underneath all of it is to measure a process before improving it, because the constraint is rarely where everyone assumes it is.

Experience

Weedmaps

IRVINE, CA

Senior Engineering Manager

Feb 2021 – Present

- Own incident management for the entire engineering organization: the process itself, the communication strategy, service integrations, data reporting, and training. Data Engineering and InfoSec run their own incident processes on the same tooling. Accountable for the area's OKRs and report on them to the executive team monthly.
- Measured the inherited process before changing it, and found response and resolution times were already at or better than industry standard, a reading corroborated independently by a vendor in the space. The real weakness was time to detect, so that became the focus: a service-level observability initiative run with DevOps and SRE now surfaces issues before customers report them, across both web and native applications.
- Risky changes are reviewed in advance by a change advisory board and ship with documented rollback plans. Post-incident review is blameless and every analysis carries linked action items. Incident commanders investigate alerts using agents and connected MCP servers over live telemetry, which has raised root-cause-analysis quality while sharply reducing the time it takes to produce one.
- Designed and built a delivery-forecasting toolchain for engineering managers, beginning as a set of Claude Skills and migrating to an internal MCP server as adoption outgrew that packaging. Adopted by >80% of engineering managers and absorbed into the org-wide roadmapping and reporting process.
- Publish agentic tooling as Claude Skills in a shared repository open to every engineering manager, running on scheduled cloud routines, including a daily digest covering incident-response concerns.
- Took on an advertising technology platform to raise its engineering rigor: documented its critical paths, built a test coverage strategy integrated with CI

and improved it over time, moved it to blue/green deployments for zero downtime with DevOps, and added bot mitigation and payload verification with InfoSec to protect metric integrity against junk traffic.

- Delivered an off-marketplace e-commerce platform for cannabis retailers, still in production and contributing to platform GMV, built to meet marketplace regulatory requirements across the United States and Canada.

Engineering Manager

Sep 2017 – Feb 2021

- Managed 12 to 19 engineers, from junior through staff level, across several cross-functional product delivery teams on a consumer platform serving more than 8 million monthly active users. Reports spanned backend, front-end, iOS, and Android.
- Decoupled deployment from feature release, so the product and go-to-market teams could control launch timing independently of engineering deploys. This removed a standing coupling between shipping software and announcing it.
- Introduced global edge caching across the primary web applications on both client and server, through a Fastly CDN integration and an API caching strategy keyed on surrogate keys, so caches invalidate by content association rather than by URL.
- Tripled overall test coverage and reduced escape defects by making code quality standards something the teams practiced rather than something they were handed.
- Led image processing pipeline work spanning millions of unique assets, improving engineering efficiency, vendor costs, application performance, and improved inter-service communication for business-critical APIs with a publish-subscribe message queue pattern.
- Sat several hundred interviews and grew the engineering team by dozens across multiple growth cycles. Promoted a dozen or more, a few onto the management track and the majority further along the technical one.
- Founded and ran a public monthly engineering meetup that passed 250 members inside a year, coached other engineering managers on one-to-one

practice and situational management, and built a repeatable onboarding process for new engineers.

Manager, Front End Engineering

May 2016 – Sep 2017

- The company's first engineering manager below the executive level. Before this team existed, every engineer reported to the same VP or CTO.
- Chartered to develop front-end developers into front-end engineers, which is where the department's technical rigor and its cultural shift started.
- Began the front-end re-architecture. Shipping a single roadmap feature meant changing three separate code bases to reach every user and device, a legacy of the pre-responsive mobile subdomain era. The work cut time to market and became the foundation for the company's later front-end architecture, including a shared UI library built with Design.
- Defined and delivered the front-end staffing roadmap, and rebuilt the front-end technical exercise with the talent team.

Sr. Front End Engineer

Mar 2016 – May 2016

- Built and maintained features across the company's web applications, mentored other engineers, reviewed code, and provided technical input to Product. Moved into engineering management within three months.

RED Digital Cinema

IRVINE, CA

Sr. Front End Developer

Oct 2011 – Feb 2016

- Architected and implemented user-interface features for the company's e-commerce, marketing, and customer support websites, serving a global customer base.
- Drove the adoption of a new UI component library and design language across those applications, working closely with the design and marketing departments.

Innocean Worldwide

HUNTINGTON BEACH, CA

Sr. Front End Developer

Feb 2011 – Oct 2011

- Led development of interactive experiences for Hyundai USA, including hyundaiusa.com, a set of microsites, Facebook games, and a custom YouTube channel built entirely in HTML5, CSS3, and JavaScript.
- Worked with the creative team from the conceptual phase onward, providing technical advisement, research, and prototyping. Also built and maintained the agency's own website.

Y&R Brands / Wunderman

IRVINE, CA

Front End Developer

Jun 2007 – Feb 2011

- Delivered award-winning interactive experiences for Land Rover, Southwest Airlines, Toshiba, and Hilton, and provided technical assessment during the conceptual phase of new work.
- Recognized with Lester Wunderman awards for the Southwest Airlines "A new form of free media" campaign (2009) and the Toshiba "Gamer Preparedness" (2009) and "Boring vs Normal" (2008) campaigns, and with a 38th Annual Creativity Award for Toshiba "Fusion Finish" (2008).

Freelance

ORANGE COUNTY, CA

Web design & development

Jan 2001 – Jun 2007

- Ran every part of the business: client relationships, project management, design, and development. Built marketing sites, online communities, and custom content management systems for local businesses, independent films, and bands.

Projects

Pixelonly Racing (<https://pixelonly.racing>)

FOUNDER

A sim racing coaching platform that turns raw telemetry into driver development goals, with a personal AI race engineer for every driver, plus a products line for the sim racing community.

- Built and run solo on Cloudflare Workers, D1, R2, Durable Objects, Queues and Workflows, with Anthropic's Claude routed through AI Gateway. Workflows because CPU time excludes time awaiting I/O, which is what makes a minutes-long model call affordable inside a request-shaped runtime.
- Per-driver isolation by object addressing rather than query filtering: the Durable Object instance name is the verified token slug, so each driver's working memory is a physically separate SQLite instance and no shared table exists for a bug to leak across. Asserted per tool inside workerd against real storage, not against a mock.
- Two eval harnesses, property-based rather than string-matching, one of which reports its own replay gate as unmet because the bar was written before any numbers existed. A run that measures nothing is a failure, not a pass.
- Cost tracked per unit of work from a spend ledger, with per-driver budgets and delivery observability gated into the roadmap before the driver count grows rather than after.

Education

The Art Institute of California

B.S., Interactive Media (HCI)

2003 – 2007

Golden West College

A.A., Business Administration

2001 – 2003

Skills

Engineering leadership: Incident management, Change management, Observability practice, Team growth and promotion, Coaching engineering managers, Org process design, Performance management

Agentic engineering: MCP servers, Claude Skills, Agent design, Evals and golden fixtures, Human-in-the-loop disclosure controls, AI Gateway

Platform and delivery: CI/CD, Blue/green deployment, CDN and edge caching, Bot defense and mitigation, API design, High availability, Serverless, Infrastructure as code, Containerization

Languages and runtimes: TypeScript, JavaScript, ESNext, Ruby, Node.js, Python, *nix shell