Kate Reading

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Education

Georgia Institute of Technology, Atlanta, GA   MS in Computer Science, Machine Learning. Degree in Progress
Duke University, Durham, NC   BS, Computer Science; Math, French and Linguistics minors

Professional Experience

Senior Software Engineer & Team Lead | Lever (lever.co) | September 2016 - Present

- Lead teams delivering capabilities for Lever's hiring software. Manage multiple projects from scoping, through engineering architecture, to work breakdown and execution with on time delivery, meeting product goals and covering all facets of the software development lifecycle (SDLC). Develop full stack features in Javascript (coffeescript) built on Node, MongoDB and Elasticsearch.
- Encourage behavioral growth in team members through 1:1 mentoring sessions, creation of a continuous feedback loop, and collaboration with management. Facilitate cross functional team retrospectives; surfacing trust and engagement issues. Shepherd the team to recommit to each other and the feature delivery goals.
- Lead weekly risk and learnings meeting for Design & Product teams, to align Engineering and PM leadership, surface issues and facilitate information sharing across teams.
- Established a culture of integrating technical debt reduction into development cycle.

Projects

Agency Portal
- Designed a system to integrate Agency submissions and communication into the workflow of hiring managers. Included new data schemas, migrations, access controls and new communication paths.

GDPR Anonymization
- Defined Anonymization for our context area and implemented a solid system to asynchronously manage data anonymization dependably to provide confidence to customers & candidates.

Interviews API & Partner Integration
- Designed and implemented robust API endpoints to allow external interview scheduling.

Candidate Recommendations
- Select candidate profiles based on relevance to job postings. Designed and built new Elasticsearch query handlers for recording candidate data and selecting appropriate candidates.

Support Engineering
- Prioritized and implemented fixes across the code base in response to immediate customer issues. Wrote ad hoc migrations and queries to ensure data integrity.

Field Software Engineer | Federal Government | September 2015 - September 2016

- Technical expert partnering between Directorate of Operations and Directorate of Science & Technology. Identifying, evaluating, and building technologies to address technical and operational requirements.

Projects

Secure Communications Kiosk
- Kiosk appliance in C# UWP for Windows IoT Core and Raspberry Pi with touchscreen interface. Client side application uses SOAP APIs to communicate with backend services.

Secure Communications Configuration App
- Upgraded legacy components from MFC C++ to C# WPF. Components collect and verify user selections before creating product using Python scripts. Integrated unit testing to limit human regression testing.

Lead Software Engineer | Federal Government, Washington, DC | March 2015 - September 2015

- Led team of 8 engineers developing embedded secure communications software and firmware. Improved strategic direction, software architecture and quality. Built an integrated team that relies on solid configuration management and DevOps practices in an Agile environment with ceremonies, artifacts, and planning.
- Led the development of an Embedded Secure Communications Platform & a C# WPF Hardware Settings Application

Senior Software Engineer, Tech Lead | Federal Government, Washington, DC | August 2012 – March 2015

- Responsible for quality in engineering and strategic vision. Guided technical leads in agile design and development of secure communications systems and fostered continuous improvement. Led strategic planning efforts, aligning solutions with needs. Mentored officers throughout the Directorate of Science & Technology.
- Represented the Office of Technical Service on the Directorate of Science & Technology Women's Council.

Projects

Modular System Configuration Application - Technical Lead
- Designed an application in C# WPF using Entity Framework and SQL. Prioritized user stories, led system design and implementation. Ensured quality with usability, unit and integration testing. The product is the backbone of every secure communications deployment.

Configuration Application Development Kit - Technical Lead
- Designed and built developer tools for configuration including XAML templates, shared libraries, Visual Studio Templates and documentation. Led a scrum for configuration developers.

Field Software Engineer, Tech Lead | Federal Government | August 2009 – August 2012

- Provided world-wide, cross-mission engineering support. Led products from analysis through design, development, testing, deployment, training, and maintenance. Built field expedient solutions when necessary.
- Led the development of a web-based remote data collection application and an android based command and control system. Built a web front end, php back end, Linux based data collection and services. The deployed product facilitated secure, responsive remote data management by non-technical users on unstable local infrastructure.
- Provided rapid engineering support for high priority technical operations adding features, fixing bugs and identifying workarounds. Packaged solutions for reuse, relieving pressure on engineering groups.

Lead Software Architect | Federal Government, Washington, DC | November 2006 – August 2009

- Chaired the Engineering Advisory Team in a branch of dozens of engineers, providing technical direction on all projects. Defined strategic vision, aligned needs to project proposals, and steered branch culture evangelizing architecture, standards, agile principles and code reuse.
- Led development of the secure Symbian product line including adding internationalization support, developing UI, architecture, and configuration. Provided technical direction for two externally contracted Symbian applications.

Senior Software Developer | Federal Government, Washington, DC | July 2004 - November 2006

- Defined the branch's technical agenda and spearheaded efforts to improve the development efficiency as a founding member of the Technical Advisory Board. Served as a technical consultant to external branches.
- Advised junior developers and technical leads in design, development, and leadership of software projects.
- Oversaw design, engineering, requirements, and risk management as Technical Lead for first Windows Mobile Secure Communications Applications. Designed and implemented service pack update system and data transfer interfaces. Developed tools in C# (UI), C++ (data protection & security), Windows MFC C++ (configuration).

Applications Developer | Federal Government, Washington, DC | August 2002 – July 2004

- Developed secure communications software in C++ and C# for Windows (XP, Pocket PC, Smartphone) and in Java for the Symbian platform. Designed and implemented a unified configuration tool as a plugin framework in C++ with MFC. Developed automation tools, code templates and shared libraries to improve configuration efficiency.