

Jack Humphrey

Senior Engineering Leader

Austin, TX 78704



Strategic, results-oriented leader seeking engineering leadership role that leverages my experience:

- Forming and growing effective, collaborative teams with inspiring visions, clear missions, measurable objectives, and a continuous improvement mindset
- Developing new or incrementally enhancing existing products that are user-centric and scalable, using data and analytics
- Building pragmatic platforms that enable high-velocity product delivery
- Inspiring teams with authentic, meaningful communication about purpose and impact
- Investing in people's career development with active listening and coaching

Key Leadership Competencies:

- Organizational Leadership -- Effectively plans and aligns organizations from 100 to 500 people with business goals, managing resources and making tradeoffs to maximize business value and impact.
- Creates Shared Vision and Purpose -- Provides new or existing organizations with compelling visions for the future; inspires team members to creatively engage and deliver on those visions.
- Uses Data to Analyze Issues -- Helped develop a large-scale practice of data-driven product experimentation at Indeed. Augmented the ability of Staffing Works at Google to analyze impact and opportunities with available data.
- Communicates Effectively -- Champions readable, direct written communication. Delivers engaging, authentic, and accessible presentations in internal and external settings.
- Open/Transparent -- Values the importance of openness, honesty, and vulnerability. Models in 1:1 and group settings, which quickly builds trust with stakeholders and team members.

With a strong reputation as an authentic, inspiring leader, I am able to successfully lead groups across a wide range of domains.

Authorized to work in the US for any employer

Work Experience

Senior Engineering Director

LinkedIn - Austin, TX

May 2022 to Present

Senior Engineering Director

Google - Austin, TX

August 2020 to April 2022

Led organization of 138 cross-functional FTEs (99 in Engineering reporting chain)

- Teams launched features/enhancements at a regular cadence, significantly impacting Google's recruiting efficiency and user satisfaction.

Organization growth and evolution

- Strategically allocated new and backfill headcount to grow overall group by 27% (Engineering 21%, Product Analysts 50%, Program 140%, UX 43%, Product 0%).
- Synthesized observations about organizational challenges into a set of goals and principles for reorganization, worked with leadership team and others to finalize a more effective org structure.
- Grew Product Analyst team to enable analysis-based decision making via impact and opportunity analysis; directly coached team of 2 L4 and 1 L5 analysts.

Strategic leadership

- Defined mission and vision; presented to key stakeholders (e.g. Recruiting leadership team) and to teams in quarterly all-staff meetings.
- Influenced product and technical roadmaps; guided teams in setting goals.
- Led “Arrowhead” pivot to focus & consolidate investment on highest priorities.
- Strengthened relationships with Recruiting at multiple levels, including leader.
- Presented Staffing Works overview to Google’s new leader of People Operations.
- Influenced leaders in adjacent domains with practical advice and examples.

Management and coaching

- Directly managed and coached several eng managers of varying levels.
- Successfully supported 2 Eng promotions to Manager 3 (direct) and Manager 2 (skip-level).
- Stayed in regular touch with skip-level managers and cross-functional leads, and by talking with ICs in 1:1s, office hours, and listening sessions.
- Experimented with new methods to survey and measure team engagement.

Recognized by direct reports and cross-functional peers as an inclusive, discerning leader who helps good ideas become great ideas, shows consideration for our teams as people, articulates inspiring vision, models Google values, communicates well, focuses on the big picture, and makes practical decisions. Endorsements available on request.

VP Engineering & Group Manager, Infrastructure and Engineering Platforms

Indeed - Austin, TX

April 2015 to July 2020

Led org of 7-9 groups and 400-500 people, focused on transformational engineering platforms.

- Owned platforms for engineering velocity, reliability, performance, developer productivity, security, privacy, front-end development, compute infrastructure, test automation, data science, and A/B test setup/analysis. Example accomplishments:
 - >>> Velocity program provided metrics and company-wide improvement goals, resulting in company-wide >40% reduction of code delivery time in 2019.
 - >>> Continuous delivery platform increased deployment automation, enabling code to reach production with no human intervention.
 - >>> Self-service workload deployment infrastructure and DB provisioning systems reduced provisioning time from weeks/days to minutes for most workloads.
 - >>> Front-end component libraries and micro-frontend platform enabled faster product development and greater consistency of user experience.
 - >>> Privacy systems enabled best practices and compliance with global regulations.

- Led company-wide embedded functions such as QA (2017-2019), Data Science (2017-2019), and SRE (2017-2020).
- In 2019, also became responsible for Infrastructure Platforms teams covering systems/network engineering, database architecture, and cloud services.
- Hired and coached engineering directors and senior managers in a variety of roles.
- Mentored leaders around the engineering organization.
- Introduced OKR practice to align groups and teams with overall mission.
- Developed an annual Innovation Awards program to recognize engineering innovation.
- Hired and staffed our Open Source program, which is now being recognized for its innovation programs to support open source sustainability.
- Led a group of talented technical content specialists (a.k.a. tech writers).

Engineering Leader / Senior Eng Director Jobseeker Applications

Indeed.com - Austin, TX

April 2009 to April 2015

Grew from Sr. Eng. Manager for Job Search to Sr. Eng. Director for Jobseeker Applications

- Led Job Search, Resume, and Indeed Apply teams in Austin and Seattle.
- Teams developed consumer products that scaled to 180mm unique visitors per month.
- Led engineering efforts to launch Job Search in 40 countries and 20 languages.
- Developed the initial service-oriented framework in 2010.
- Improved efficiency of our operations team.
- Built single-sign-on for jobseeker and employer accounts.
- Improved monetization of existing products, including email job alerts.
- Rapidly delivered new Indeed Resume products for jobseekers and employers.
- Developed Indeed's approach to engineering career growth and performance evaluation.
- Built a performance data tool to help engineers and managers track contributions over time (go.indeed.com/benefits-of-hindsight).
- Oversaw launch and iterations of Indeed University, a 12-week on-boarding program for new college grads (go.indeed.com/iu-wow).
- Introduced new development practices, processes, and tools.
- Launched engineering blog (engineering.indeedblog.com). Served as a hands-on "editor in chief" through 2020.
- Helped launch @IndeedEng tech talk series in 2013.
- Led efforts to open source useful tools and libraries.
- Evolved and ran Indeed's intern program in 2013 (22 interns) & 2014 (30 interns).
- Launched Indeed's Seattle engineering office and oversaw its growth in 2014 and 2015.
- Engaged in recruiting strategy and execution. Presented Indeed to candidates and conducted 100s of technical interviews.

Software Engineer and Tech Lead/Manager

Google - New York, NY

November 2004 to March 2009

I led project teams developing new features for AdWords advertisers. In addition to my own technical contributions to these projects, I managed engineers of varying skill and experience levels to achieve their goals and help realize project success.

Lead Software Developer

Coremetrics - Austin, TX

July 2001 to November 2004

I was responsible for the data acquisition platform for a massive-scale web site analytics data warehouse.

Senior Technologist & Technical Lead, New Venture Creation

Reactivity - Austin, TX

2000 to 2001

Software Developer / Team Lead

Trilogy Software - Austin, TX

1997 to 2000

Software Engineer

Electronic Book Technologies / Inso Corporation - Providence, RI

1995 to 1997

Developed an innovative web content management system called DynaBase. EBT was acquired by Inso in 1996.

Education

BS in Computer Science

Brown University - Providence, RI

1991 to 1995

Skills

- Executive Management (10+ years)
- Leadership Development (10+ years)
- Coaching (10+ years)
- Agile Software Development (10+ years)
- Technology Management (10+ years)
- Written Communication (10+ years)
- Public Speaking (10+ years)
- Web Services (10+ years)
- Application Development (10+ years)
- Web Development (10+ years)
- Java (10+ years)
- JavaScript (10+ years)
- Python (10+ years)
- C++ (3 years)
- SQL (10+ years)
- NoSQL (7 years)

Links

<http://jackhumphrey.me>

<https://medium.com/@youknowjack>

Additional Information

Selected Public Talks and Blog Posts

- Making Our Code More Inclusive (blog post, 2020)
- Accelerating Delivery with Metrics-Driven Insights (Virtual CTO Summit, 2020)
- Measuring and Improving the Efficiency of Software Delivery (Open Source Summit, 2019)
- From Engineer to Leader: Finding Your Path (IndeedEng Talk, 2019)
- Five-part blog series on improving development process with metrics-driven insights (2018)
- Mistakes to Avoid when Open Sourcing Proprietary Tech (2 public conferences in 2018)
- Improving the Development Process with Metrics-Driven Insights (3x in 2017-2018)
- Forget Methodology — Focus on What Matters (blog post based on public talk, 2016)
- Two-part blog series on Proctor, Indeed's open source A/B testing framework (2014)

For more, see jackhumphrey.me/talks, medium.com/@youknowjack, and the IndeedEng blog archives at engineering.indeedblog.com.

Interests: music (listening and playing), technology, film, literature, comic books, writing, fencing