

# Leo Herrick

(510) 604-2160  
San Francisco Bay Area  
leoherrick@gmail.com  
[linkedin.com/in/leo-herrick](https://www.linkedin.com/in/leo-herrick)

Senior software engineer and manager. Experience building/scaling software and software development teams. Most recently in startup settings. Devoted teammate, coach, mentor. Veteran leader of complex software development efforts. Adept at delivering resilient software.

## SKILLS

Team manager, cross-functional facilitator, strategic planner, communicator, documenter, data analyst

## DOMAINS

Transactional web applications at scale, payments, analytics, search & match, reactive/composable UIs

## EXPERIENCE

### **VuMedi**—*Head of Engineering*

2021 – 2022

Online Video Platform for Physicians, Oakland

- Oversaw online video platform. Technology stack includes Django/Python/Postgres web application and backend, iOS mobile application.
- Partnered with department heads to deliver engineering services in support of our three-sided marketplace, including analytics, video hosting, email targeting and outreach, content matching, and user experience.
- Managed overseas team in Croatia.
- For the bulk of my tenure, I shared product execution responsibilities during the company's search for permanent VP of Product.

### **Hipcamp**—*Engineering Manager*

2019 – 2021

Outdoor Travel Startup, San Francisco

- Lead company's effort in engineering team expansion and hiring.
- Scaled the system and team through several periods of rapid growth.
- Balanced time between hiring, execution, project planning/coordination, engineering process initiatives, documentation.

### **Hipcamp**—*Senior Software Engineer*

2016 – 2019

- Early engineer—built core booking platform features (Ruby on Rails).
- Domain areas include: payments (Stripe), search & match (Elasticsearch), custom data pipelines (Apache Airflow), internal tool development, system scaling, domain modeling, analytics.

### **Lab Zero Innovations**—*Software Engineer*

2015 – 2016

Software Development Agency, San Francisco

- Product development. Predominately senior-level staff. Served broad client list.

### **Raise.me**—*Software Engineer*

2014 – 2015

EdTech Startup, San Francisco

- First eng hire. Built micro-scholarship platform from ground up.
- Implementation included a custom web application (Ruby on Rails), background processing server, load-balancing and auto scaling infrastructure (AWS), push notification server (Node.js).

## **ThoughtMatrix & Rauxa—Software Engineer**

2011 – 2014

Digital Marketing Agency, San Francisco

- Specialized in enterprise CMS implementations (Adobe Experience Manager).

## **University of California, Office of President—Programmer/Analyst**

2003 – 2011

Education Administration, Oakland

- Range of software roles w/in the UC's HR, benefits, and payroll divisions—including: software engineer, QA engineer, project manager, business analyst, technical writer, technical support.

### **TECHNOLOGIES, FRAMEWORKS, TOOLS**

Ruby on Rails, Python, Django, Elasticsearch, AWS, SQL, DBT, Cloudflare, Postgres, Redshift, MongoDB, Sidekiq, Sinatra, R, JupyterLab, Redis, Jenkins, Maven, Semaphore, Heroku, React, React Native, Angular, Backbone.js, Node.js, Next.js, Yarn, Rspec, Docker, GIS, Segment, GA, Amplitude, Kafka, Airflow, VSCode, Stripe

### **EDUCATION**

**Linguistics (BA)**—*San Francisco State University*  
**Computer Science**—*University of California Berkeley*

### **PERSONAL**

Urban farmer—love creating the country in the city