

# Nicholas Thomson

Professional Engineering Manager with 15 years of experience in the software development industry. I have worked on a wide variety of projects and technologies, including Javascript/Typescript, ReactJS, AngularJS, and Ruby on Rails. I have a proven track record of delivering high-quality software projects on time and under budget. I am passionate about mentoring and developing junior engineers, and I have a strong focus on customer satisfaction and security. I am a strong advocate for Agile methodologies and have experience leading teams in an Agile environment.

## Skills:

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- **Software Engineering:** Javascript, Typescript, Node.JS, Ruby, Ruby on Rails, PostgreSQL, ReactJS, AngularJS, HTML, CSS
- **Project Management:** Agile Methodologies, Scrum, Kanban, Project Planning, Team Leadership, Risk Management, Stakeholder Management
- **Engineering Management:** Team Leadership, Mentoring, Coaching, Performance Reviews, Hiring, Cross-Functional Collaboration, Technical Leadership, Software Architecture

## Professional Experience:

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### Firstup

#### Software Engineering Manager

August 2024 - Present

- Provided technical leadership and mentorship to a team of 11 direct reports, including conducting regular one-on-ones.
- Coordinated with cross-functional teams, including back-end developers, QA engineers, and DevOps, to ensure seamless integration and deployment across a varied tech stack that included technologies like Ruby on Rails, PostgreSQL, Node.JS, ReactJS, and Typescript.
- Facilitated team meetings, code reviews, and brainstorming sessions to foster a collaborative work environment.
- Managed projects to implement new features across several services and technologies.
- Worked closely with product managers and stakeholders to define project requirements and deliverables.
- Implemented Agile methodologies to improve team productivity and project delivery timelines.
- Conducted performance reviews and provided feedback to team members to support their professional growth.
- Participated in hiring processes to identify and recruit top talent for the engineering team.
- Worked with the product team to define and prioritize the product roadmap, ensuring alignment with business goals.

#### Software Engineering Lead

October 2022 - August 2024

- Implemented a new AI-based semantic search feature, utilizing machine learning embeddings to enhance search accuracy and relevance.
- Maintained a focus on customer and security issues, keeping critical issues to a minimum and reducing outstanding customer defects by over 60%
- Utilized Agile methodologies to plan and execute sprints, track progress, and adjust priorities as needed.
- Optimized application performance, reducing load times by 30% through code refactoring and caching strategies.
- Developed unit and integration tests to improve code reliability and maintainability.
- Worked with clients to translate requirements into full-featured web apps.

### Microsoft

#### Software Engineer II

June 2021 - October 2022

- Developed and optimized web applications for the Sharepoint team using TypeScript and ReactJS.
- Contributed to the design and architecture of scalable front-end systems.
- Worked closely with cross-functional teams to deliver high-quality software projects.
- Coordinated with UX designers to ensure a seamless, user-friendly, and accessible experience.
- Participated in code reviews and provided constructive feedback to peers.
- Ensured accessibility compliance by implementing ARIA roles and attributes, improving the user experience for individuals with disabilities.

## **Firstup**

**Senior Software Engineer**

**July 2018 - June 2021**

- Played a key role in the development of front-end features for enterprise-level applications used by over 1,000,000 active users.
- Mentored junior developers and conducted code reviews to ensure adherence to best practices.
- Architected and developed reusable components and libraries in ReactJS to streamline development.
- Integrated APIs and services with front-end applications, ensuring seamless data flow and user interactions.
- Participated in Agile ceremonies, including sprint planning, daily stand-ups, and retrospectives.

## **Aledade**

**Senior Software Developer**

**February 2017 - July 2018**

- Developed and maintained a healthcare application designed to improve patient outcomes and streamline provider workflows.
- Collaborated with healthcare professionals to ensure the application met industry standards and user needs.
- Implemented features to analyze and visualize healthcare data, aiding in decision-making processes.
- Responsible for a large project written in Flask and AngularJS.
- Created charts and visualizations using the D3.js library.
- Lead various projects to completion and implementation in a large-scale web application for real world use cases.
- Worked with a team of developers to create and maintain a large-scale web application.

## **NeoReach**

**Frontend Developer**

**March 2016 - February 2017**

- Responsible for overseeing and executing a large portion of a total interface overhaul.
- Implemented coding standards across multiple projects and repositories using primarily Angular 1.5
- Architected major software changes in the client-side code to better fall inline with best practices.
- Collaborated with backend developers to integrate RESTful APIs into the frontend application.
- Enhanced application performance by optimizing AngularJS components and reducing load times.
- Implemented responsive design principles to ensure compatibility across various devices and screen sizes.
- Participated in code reviews and provided feedback to maintain code quality and consistency.

## **Cloudspace**

**Software Engineer**

**November 2012 - March 2016**

- Worked in an agile-styled environment using Github and Pivotal Tracker for collaboration.
- Designed and implemented RESTful APIs in Ruby on Rails.
- Implemented web frontends in various technologies on top of internally-built RESTful APIs.
- Built a Crunchbase visualization tool along with other internal tools using AngularJS and D3.
- Worked with a team of developers to create and maintain a large-scale web application.

## **StackFrame**

**Developer**

**June 2009 - November 2012**

- Created and maintained various web applications using J2EE, .NET and Django.
- Created applications to interact with cloud-based APIs and services including AWS, Tropo, and Twilio.
- Created, upgraded, and maintained a corporate website using Python and Django.
- Worked with other developers through version control systems like git and svn.
- Designed, implemented, and maintained databases in SQL Server 2008 and other SQL dialects.