


# THOMAS STAPLETON

## CONTACT

 [tstapleton@gmail.com](mailto:tstapleton@gmail.com)

 [thomasstapleton](https://www.linkedin.com/in/thomasstapleton)

 303.884.9366

 [tstapleton](https://github.com/tstapleton)

## PROFILE

Capable in IC and management roles. A full-stack software engineer that applies technology to solve business problems, contributes in all phases of the product lifecycle, and believes in quality over quantity. A manager that builds engaged and productive teams, and prioritizes people, process, product – in that order.

## TECHNOLOGY

- TypeScript, JavaScript
- Node.js, NPM
- Koa, Express
- React, AngularJS
- Jest, Cypress
- Docker, Kubernetes
- Immutable, Functional
- Jenkins, GitHub Actions
- REST
- Postgres
- OpenAPI, RAML

## EXPERIENCE

### Staff Software Engineer, Tradeshift, May 2021 to July 2022

- **Created prototypes to streamline enrollment in [Tradeshift Cash](#).** Wrote documents covering why and how to implement the features, got buy-in from leadership to move forward, and led the team in development.
- **Improved how product and engineering teams implement scrum.** Researched the current processes used by teams, debated better practices with leadership, authored the [Agile Blueprint](#), defined the approach for rollout, and launched the new processes with teams.
- **Furthered a culture of continuous learning.** Started a Slack channel for people to share things they learned recently and encourage sharing and learning in a remote environment in an asynchronous fashion, and created [Tech Talks Together](#) for people to get together to watch a technical video and discuss how we could apply something we learned.
- **Influenced teams to work better.** Promoted writing planning documents for each epic so we could better understand the work needed to deliver features, and encouraged teams to start using sprint goals as a way to focus the team on a single shared goal and improve feature delivery.

### Director of Engineering, Tradeshift, April 2015 to April 2021

- **Led a team to a successful MVP launch of [Tradeshift Go](#).** Architected a product that survived numerous pivots and team changes, adapted to changing product requirements while meeting short deadlines, and built a collaborative, productive, happy, and engaged team.
- **Created the career ladder at Tradeshift: [Engineer Growth Framework](#).** Researched the domain, defined how Tradeshift should approach the topic, collaborated with stakeholders, wrote documents for engineers and guides for managers, defined how to conduct the evaluations, created spreadsheets for performing evaluations, rolled the program out to the SF office, and conducted evaluations for about 10 engineers.
- **Identified a business opportunity and started the DX team to focus on making third-party developers successful.** Built a system to unify API documentation from many microservices into a [single Tradeshift API](#), and led team in developing a new app management product.
- **Promoted better practices for remote working.** Stressed the value of writing things down, created an accommodating meeting schedule for the team, scheduled regular team social activities, started a Slack channel [#tell-us-about](#) to encourage connections and sharing across the company, and encouraged async communication.

## **Software Engineer, Tradeshift, February 2013 to March 2015**

- **Defined the strategy for a migration to a new app framework.** Presented the strategy to company leadership for how to migrate our core apps, sold a vision that got everyone on board where there were many differing opinions, appointed as the tech lead over three SF teams porting apps to the new framework, provided direction for delivering features, and wrote a lot of code used by other teams.
- **Led the development of a vendor management product.** Developed signup flows for sellers, configurable seller registration forms, management workflow for the buyer, and integration with an ERP, built in close collaboration with an important customer that included calls and on-site visits to determine features, live demos of progress, and support after launch.
- **Earned the Scrum Master certification.** Presented on how our team could improve our processes, implemented changes within our team that lead to more effective meetings and better sprints, taught other teams in the office how to do scrum, and encouraged colleagues to attend the course.
- **Developed and launched a Supply Chain Finance product to explore the area of invoice financing as a potential business for Tradeshift.** Built seller onboarding, document eligibility criteria, buyer and seller dashboards, and management interfaces.

## **Developer, Clevertech, June 2012 to January 2013**

- Designed and developed business applications to improve usability and performance, created reusable design components, built functional mockups, and led teams of developers in implementation.

## **Developer for Baker Hughes Inc, Infosys, July 2011 to May 2012**

- Highlighted the need for a user interface designer and self-filled the role by starting a pattern library, rapidly developing working prototypes, and setting the expectation for designs before development.

## **Global Product Champion for Baker Hughes Inc, Infosys, October 2008 to June 2011**

- Redesigned the education program to teach a web application to non-technical users using simple, hands-on exercises in a controlled training environment, allowing the educators to quickly assess learning in real-time and provide consistent and repeatable examples to all students, organized and delivered training classes and application deployments in Angola, Azerbaijan, Canada, Ghana, Indonesia, Nigeria, Norway, Russia, Singapore, and the United States.

## **Finance Director, University of Colorado Student Union, June 2005 to May 2006**

- Restructured financial reports to increase understandability among members of the student union which provided transparency on a consistent basis.

## **EDUCATION**

### **University of Colorado at Boulder, August 2002 to May 2007**

- Earned bachelor degrees in computer science and finance, a minor in applied mathematics, and a certificate in quantitative finance – a joint program between finance, applied mathematics, and economics that offered a unique focus on solving analytical problems across disciplines.