

# Steven Byington

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Engineering Manager with 10+ years of full-stack software engineering experience and a track record of leading high-performing, customer-facing product teams. A U.S. Marine Corps veteran and ultra marathoner who brings disciplined, calm-under-pressure leadership to every engineering environment. Proven ability to grow engineers, drive predictable delivery, navigate ambiguity, and connect engineering work to broader business outcomes.

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## EXPERIENCE

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### Software Engineering Manager | [Animoto](#) Mar 2025 – Present

*Leading customer-facing growth engineering team · Remote*

- Manage and develop a cross-level team responsible for the growth funnel, customer onboarding, purchasing workflows, engineering system health, and customer collaboration features.
- Grew an intermediate engineer from day one, driving her first PR within her first week, progressively expanded ownership from small features to leading a full technical plan. Simultaneously leveraged a newly promoted senior engineer as a leadership point person to develop her own management skills.
- Identified and resolved a major on-call signal-to-noise problem: diagnosed the top slow database queries flooding our Slack alerting channel, proposed and advocated for a fix, and implemented it, improving query latency from 1m 25s to 5ms and significantly reducing database strain.
- Led a comprehensive payment fraud mitigation initiative: independently investigated WAF configs, Braintree fraud rules, Datadog monitors, historical fraud attempts, and chargebacks. Collaborated with Customer Operations to quantify chargeback volume and cost. Evaluated third-party fraud tools, SMS 2FA, and email verification options. Presented and prioritized effort vs reward recommendations to engineering leadership and secured buy-in.
- Addressed PR review bottlenecks by analyzing Jira and GitHub workflow data, identifying gaps, and creating a department-wide PR process guide with SLA's. Facilitated alignment sessions and established it as a living Confluence resource to drive continuous improvement in review efficiency.
- Built a weighted backlog scoring worksheet (factoring in risk, complexity, deadlines, and cost) that now drives clarity in leadership planning meetings and surfaces overlooked risks such as compliance critical Ruby version upgrades.
- Navigated a critical infrastructure crisis with no dedicated platform team: when it was identified that the company's Kubernetes version was at end-of-life with a 3-month window before site failure, cleared the roadmap for the team's strongest infrastructure engineer, maintained close check-ins to prevent burnout, and successfully advocated to engineering leadership for a dedicated infrastructure hire.
- Instill a continuous improvement culture: teams exit every retrospective with at least one actionable process improvement, targeting compounding gains in velocity and quality.
- Manage competing priorities in partnership with product and marketing by providing clear effort vs impact estimates and scope reduction options; surface stakeholder misalignment early by bringing partners in before and during planning.

### Senior Full Stack Software Engineer | [Animoto](#) Mar 2021 – Apr 2025

*Remote*

- Served simultaneously as engineer, Scrum Master, and tech lead, delivering the Pro Trial experience on time with minimal defects while managing team ceremonies and coordinating cross-departmental release logistics.
- Proposed and drove adoption of a Scrum/Kanban hybrid for the company rebrand project, gaining team buy-in and receiving positive feedback from peers and management; stepped in to own the majority of Gearbox pricing integration after the previous lead's departure, keeping the project on track.
- Presented on Next.js 14 at Redbrick DevCon, the first major engineering presentation from Animoto within the Redbrick portfolio, sparking cross-team technical discussion and significantly raising visibility as an engineering leader.
- Maintained team composure and momentum through significant company and team transitions: created dedicated retro space for difficult conversations, proactively communicated timeline shifts to stakeholders, and kept delivery moving through sustained organizational change.

## **Full Stack Engineer** | Nike Feb 2018 – Mar 2021

Beaverton, OR · Contract

- Architected and delivered a department-wide internal component style guide using React, TypeScript, and Web Components, adopted across multiple teams in the Create workspace to unify UI/UX; fully tested with written technical documentation.
- Led proof-of-concept development for a new global merchant workflow application; provided bi-weekly demos and progress updates to Jordan Brand merchants and project stakeholders.
- Increased unit test coverage of core libraries from 0% to over 90% using Mocha, Chai, and Sinon.
- Translated a legacy Java SSO service into Node.js and led infrastructure migration from Chef/Go/CircleCI to Jenkins ahead of schedule.
- Integrated data from internal Nike APIs using vertical slice delivery, updating product schema with MyBatis, built Node services and daemons for data processing, and debugged collection and storage in AWS.

## **Software Developer** | DiscoverOrg (now ZoomInfo) Nov 2016 – Feb 2018

- Led effort to reduce code repetition by introducing a shared component library across the UI codebase; integrated Babel for ES2015+ support.
- Wired front-end test suites into Jenkins for continuous delivery; core team member for engineering interviews and mentorship of new front-end developers.
- Created UML diagrams to communicate and document component architecture decisions.

## **Software Developer** | Catalyst DevWorks Mar 2015 – Nov 2016

Beaverton, OR

- Built a Node.js/Swagger RESTful API; implemented service workers to defer post requests for improved offline resilience.
- Created data export service supporting PDF and CSV output; authored front-end documentation using ESDoc.

## **Consultant – Software Engineer** | Renovate America · HealthSparq 2015 – 2016

- Built an Electron.js desktop shell for offline web application delivery at Renovate America.
- Upgraded insurance provider search application at HealthSparq using Ember.js, Sass, and jQuery; added dynamically generated provider directory PDFs via JasperReports.

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## **EDUCATION & CERTIFICATIONS**

**Scrum Master Certified (SMC)** - Scrum Inc.

**Bachelor of Science, Design and Visual Communications** - Bowling Green State University

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## **MILITARY SERVICE**

### **Fire Team Leader & Radio Operator, Command Center** 2003 – 2009

United States Marine Corps Reserve

Led a fire team of 4 Marines in an active combat zone, building a leadership foundation grounded in composure under pressure, rapid decision-making with incomplete information, and unwavering accountability for the people in your charge.

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## **TECHNICAL SKILLS**

**Languages & Frameworks:** JavaScript, TypeScript, Node.js, React, Next.js, Ruby

**Infrastructure & Tooling:** Kubernetes, AWS, Datadog, Braintree, Jenkins, Git, Swagger, Electron.js

**Engineering Practices:** Agile/Scrum, Kanban, CI/CD, API Design, Web Components, AI-assisted development workflows, Technical Planning & Roadmapping