

## **Sergio Cruz**

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### **Career Summary**

I'm a hands-on technology leader with over a decade of demonstrated experience building & scaling digital products. I offer strong communication and leadership skills—I'm always hungry to learn more.

### **Employment Experience**

#### ***Ramsey Solutions (March 2019 – Present)***

*Director of Software Engineering, RamseyTrusted Protections*

- Hands-on technology leader over scalable engineering organization of 15 team members.
- Own delivery across four cross-functional squads building consumer-facing applications. Use agile methodology (kanban) to continuously ship iterations (CI/CD).
- Direct reports range from entry to senior-level software engineers, test engineers, tech leads and engineering managers. High-touch mentorship to grow soft & hard skills.
- Craft career growth plans in annual reviews. Conduct weekly 1:1's to help advance work in flight, and to keep team members accountable to career development milestones.
- Collaborate with peers in tech leadership to set standards and produce solutions that span across different areas.
- Serve in business unit leadership team using EOS Model. Participate in weekly L10 meetings, quarterly & annual strategy planning sessions.
- Collaborate with stakeholders across different disciplines: product, data, marketing, creative and business leaders. Cast vision for how tech fits in the strategic direction of the company.
- Use OKR Framework to translate long-term strategic milestones into achievable goals.

#### ***Trazi Ventures (May 2017 – March 2019)***

*Engineering Manager*

- Collaborated with technical co-founder to scale product to handle 7-digit monthly signups, translating into 8-digit annual revenue.
- Attracted, recruited and hired top-talent for the technical team to further scale product.
- Created and enforced engineering standards to ensure code consistency.
- Actively contributed to codebase, ran code-reviews and provided technical guidance.
- Conducted 1:1's and reviews to create career growth plans for direct reports.
- Tech stack: REST APIs and SPAs using AWS, Laravel, Node.js, React, MySQL, MongoDB.
- **Special accomplishment:** A parent was able to find their lost child of many years through our software. I shed a few tears when I learned about this.

***Full work experience available on my website at <https://sergio.io>***

### **Special Skills**

- Proficient public speaker, having delivered multiple technical conference talks.
- Passionate about teaching and loves mentoring developers as they grow their careers.

**References:** Available upon request

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