

Cody Knauer

Engineering Leader

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Summary

I'm a proven software leader with extensive experience building and scaling sustainable, high-performing teams and delivering innovative, reliable products to end users. My full-stack development experience and leadership skills enable me to build scalable systems, lead teams through rapid change, elevate my people, and produce intuitive, high-quality user experiences. I lead with empathy and pragmatism, developing an inclusive culture where engineers are empowered to solve tough problems, learn through iteration, and own their work. I thrive working across an organization to collaborate with cross-functional partners, influence product direction, align incentives, own solutions, and drive teams to grow professionally while improving the company's bottom line.

Tech Expertise

TypeScript, JavaScript, Node.js, Express, Ruby, Rails, React, Angular, Redux, RxJS, WebPack, Next.js, Python, Go, Postgres, SQL, MongoDB, GraphQL, Git, TDD, CI/CD, AWS

Experience

SyBridge Technologies — Director, Software Engineering

SyBridge is a manufacturing company with an instant quoting and design analysis platform for additive, CNC, and injection molding production.

December 2022 - Present (Remote)

- Scaled and led a team of up to 30 engineers, including managers, developers, SREs, data scientists, and computational geometers.
- Delivered flagship products, including an e-commerce app with ML-based instant quoting and pricing analysis, a platform that provides automated Design for Manufacturing (DFM) feedback with 3D visualizations, and integrations with CAD software systems.
- Scaled architecture, cutting geometric analysis p50 times by 50% while launching industry-first DFM checks for injection molding.
- Designed and implemented organizational structures. Staffed autonomous x-functional product teams, tiger teams, and a core manufacturing tech group. Anticipated and adapted to changing needs by evolving the org's design, resources, and processes.
- Collaborated closely with product leaders, stakeholders, and executives to influence product direction and align vision, strategy, and execution. Owned commitments to sane, sustainable goals, and promoted a high standard of quality alongside velocity.
- Facilitated architecture and design proposals and reviews. Owned technical and product decisions.
- Coached and supported 2-4 engineering managers. Empowered teams to focus on solving problems with scalable patterns.
- Drove continuous improvement through increasing observability, improving system resiliency, and adopting event-driven patterns.
- Strategically got my hands dirty with implementation, including on-call support, growth/marketing efforts, and partner integrations.
- Fostered an egoless culture of growth and curiosity through hack days, show 'n' tells, bounties, and PoC 'moonshot' projects.

Fast Radius — Engineering Manager

Fast Radius was an additive manufacturing company with a Design for Manufacturing (DFM) tool suite.

August 2021 - December 2022 (Remote)

- Scaled two teams from 3 to 14 engineers in my first 6 months, staffing teams to drive supplier marketplace and factory products.
- Created and led a "Core Services" team responsible for platform infrastructure and shared services. Delivered authentication systems, billing services, shared components, and collaboration features, ensuring scalability, extensibility, and reliability.
- Spearheaded efforts to improve engineering practices. Used guilds, workshops, and pairing to share and hone best practices.
- Grew and advocated for staff, recognizing 6 senior, staff, and manager promotions.
- Overhauled on-call rotations and incident response practices to improve developer experience, communication, and ownership.
- Delivered marketplace product that facilitated ~70% of revenue, increased revenue by 40% YoY, and improved margins 14% → 20%.
- Extended manufacturing execution system product, rolling out CNC manufacturing quoting and fulfillment support.

Experience (continued)

GreenKey Technologies — Director, Software Engineering

GreenKey was an NLP AI startup with audio diarization, transcription, and analysis products. GreenKey was acquired by VoxSmart in 2021.

February 2021 - July 2021 (Remote)

- Led the engineering org through the delivery of Automated Speech Recognition (ASR) / Natural Language Processing (NLP) products to transcribe audio in real-time and customize models. Grew financial customer base while expanding into the public safety market.
- Set the technical strategy for the company's flagship model-training product. Delivered intuitive products capable of guiding customers through model training and customization, with the flexibility to run on public cloud, private cloud, or on-prem.
- Owned product architecture (TypeScript/Node.js), delivering a reliable transcription platform rolled out to 7,000+ financial desks.
- Created and executed hiring plans, aligned resources, leveled and grew staff, and owned organizational design decisions.

Engineering Manager

January 2019 - February 2021 (Remote / Chicago)

- Grew and led a team of junior-through-staff-level engineers, providing mentorship, advocacy, and project alignment.
- Delivered a real-time transcription platform that brought in \$6M in revenue and enabled trade accuracy/compliance oversight.
- Created a robust engineering culture, promoting cross-team collaboration, dev extracurriculars, and knowledge sharing.

Sr. Software Engineer

September 2018 - January 2019 (Chicago)

- Led real-time transcription frontend development (React/TypeScript). Contributed to back-end code base to deliver features.
- Mentored engineers and drove improvements to engineering practices.

Slalom Consulting — Sr. Software Engineer

Slalom is a full-service agency that builds complex applications for enterprise customers.

October 2015 - September 2018 (Chicago)

- Built products for Fortune 500 clients, primarily using Typescript/Javascript across the stack (React, Angular, Node.JS, Express).
- Built an advertisement asset management system for Coca-Cola, a user onboarding flow for Facebook, a sales portal for Constellation Brands, analytics dashboards for Watson Health, and compliance software for a telecom company.
- Rapidly developed POCs that secured strategic partnerships and new customers for the company.
- Developed mastery of front-end web frameworks. Grew into a tech lead on client projects and a practice leader for front-end devs.

Raise — Software Engineer

Raise is a gift card marketplace and retail rewards provider.

February 2015 - September 2015 (Chicago)

- Developed consumer marketplace and internal ops features, including supplier management tools (Ruby on Rails, JavaScript)
- Implemented A/B testing framework to measure and improve the user experience

My Career Before Engineering — Software QA, Web Design, and Leadership

I took a non-traditional path and learned a ton from experiences in software quality assurance, web design, and, yes, even retail management.

2009 - 2014

- Provided quality assurance testing services for mobile and web applications. Created test plans, performed manual testing suites, and worked with developers to reproduce and diagnose defects. Learned about the software development life cycle.
- Designed, developed, deployed, and maintained static websites for small businesses. Learned basic web development practices with HTML, CSS, and JS. Also learned how to gather, interpret, and negotiate requirements for successful project delivery.
- Managed sales and operations of corporate-owned mobile carrier stores. Learned leadership practices, communication skills to inspire and influence colleagues and customers, and how to run a profitable business.