**Ian J. MacIntosh**

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Engineering leader with 15+ years of experience of helping teams ship better work faster

## **Work Experience**

### [SPHERE](https://sphereco.com/) *Remote / Newark, NJ*

**Consultant Aug 2021 – May 2023**

* Led multiple engineering teams, hybrid and remote from US & India, responsible for the company’s flagship product to help Fortune 500 orgs visualize data governance issues at scale (Vue.js, C#, .NET, MS SQL Server)
* Served as Scrum Master, ensuring all Scrum events like Daily Scrum were positive, productive, and kept within the timebox
* Delivered technical leadership by providing guidance in code reviews, coaching, regular code contributions, and constant focus on unlocking developer potential
* Reduced defect rate dramatically by adding testing automation to CI/CD pipelines and training engineers to run and write effective tests
* Created a “bite-by-bite” plan to address tech debt, tackling all JavaScript code complexity problems within one quarter while delivering feature work as normal
* Provided 1:1 consultations with senior leadership to share opportunities to meet customer needs with modern technologies and Agile practices like *#NoEstimates*, shift-left testing, and human-centered design
* Guided new feature development with product managers and designers, driven by data from UX research with real users and explaining trade-offs of engineering choices

### [Bowst Interactive](https://bowst.com/) *Remote / Portsmouth, NH*

**Consultant Feb 2021 – Aug 2021**

* Recruited and on-boarded top engineering talent by establishing a partnership with Boston’s top coding boot camp and building a transparent frustration-free hiring funnel

### [Endurance International Group](https://www.endurance.com/) *Burlington, MA*

**Software Architect, Marketing Technology Team Apr 2018 – May 2019**

* Architect for all major sites in a $3 billion portfolio of brands like Constant Contact, Bluehost, Domain.com, HostGator, and many others
* Led 5 different teams of 3-10 engineers of varying experience levels working with different technology stacks, including HTML, CSS (LESS & Sass), JavaScript (AngularJS), Java (Spring), and Perl (Mason)
* Nurtured growth of 26 engineers by providing mentorship, discussing goals regularly in 1:1’s, and building a professional development program
* Sourced, interviewed, and on-boarded top-notch engineers to scale up development capacity during a growth period and reorganized Scrum teams to enable each to independently deliver valuable product increments
* Provided regular advising for upper management, including highlighting the benefits of migrating to a React static site generator (Gatsby), later yielding significantly improved page speed and conversion rates
* Served as a player-coach, routinely switching from senior individual contributor to leading technical strategy conversations with stakeholders

### [Constant Contact](https://www.constantcontact.com/) *Waltham, MA*

**Principal Software Engineer, Website Team Apr 2015 – Apr 2018**

* Provided technical guidance and coordination with teams across the company’s entire engineering organization (200+ engineers)
* Directly supported and coached 15 engineers using HTML5, CSS (LESS, Sass, Autoprefixer), JavaScript (AngularJS, Knockout, jQuery, Grunt), and Java (Maven, Spring Boot, Java Server Pages)
* Implemented team-wide standards for coding style and editor configuration (Prettier, ESLint, EditorConfig) showing each engineer how to write compliant code using their favorite tools

**Senior Web Developer, Website Team Oct 2009 – Apr 2015**

* Led front-end development using HTML5, CSS (LESS, Autoprefixer), JavaScript (jQuery, Grunt) for the company’s marketing website, providing concise answers and updates to project managers and product owners
* Rebuilt the marketing website to be "mobile-first," introducing responsive design to the company while rapidly prototyping with a team of 3 designers
* Shared knowledge with other engineers at weekly demonstrations, “Lunch and Learn” sessions, internal conferences, and by writing articles for the company’s tech blog

### [Monster Worldwide, Inc.](https://www.monster.com/) *Maynard, MA*

**Senior UX Dev Contractor, Hiring Application Jun 2008 – Oct 2009**

* Wrote front-end code to update Monster’s Hiring product from a traditional synchronous web application to use AJAX for a faster and more interactive experience
* Integrated components from a third-party library (Telerik) with existing API’s, delivering robust and stable drag-and-drop functionality on a short timeline
* Collaborated as part of a round-the-clock development team with offices in the Czech Republic and Malaysia

### [The Atom Group](https://www.theatomgroup.com/) *Portsmouth, NH*

**Web Developer May 2007 – Oct 2009**

* Built and delivered projects of all sizes for clients big and small, including CBS, Liberty Mutual, and ESPN
* Implemented mockup designs from outside our agency, delivering in a short timeframe with minimal back-and-forth

## **Projects**

### [GasCo.st](https://gasco.st/?utm_source=resume&utm_campaign=ianjmacintosh)

**Creator, Personal Project Feb 2025**

* Built and shipped a personal project: [*GasCo.st*](https://gasco.st/?utm_source=resume&utm_campaign=ianjmacintosh) with TypeScript, React 18, React Router v7, and Cloudflare Workers, delivered via Cloudflare Pages low-latency high-reliability CDN and cloud infrastructure
* Automated retrieval of exchange rate data from third-party API using a custom Node.js CLI tool scheduled to run nightly with GitHub Actions
* Ensured stability with CI/CD automation for static code analysis and unit, integration, and end-to-end tests

## **Skills**

* **Code**: React, TypeScript, JavaScript (ES6+), React Router, Vite, Motion Framer, CSS, HTML, Node.js
* **Testing**: Vitest, Jest, Playwright, Cypress, Testing Library, MSW, Coveralls, Lighthouse, Core Web Vitals, A/B testing
* **Platforms**: GitHub, GitHub Enterprise, Bitbucket, CI/CD, Jenkins, GitHub Actions, GenAI (Codeium & GitHub Copilot), Git, VS Code, Dev Containers, Internationalization/i18n, Accessibility/a11y (WCAG 2.1)
* **Languages**: US English (Native), Portuguese (Conversational), Spanish (Basic)

## **Certifications**

**Professional Scrum Master II** *(Scrum.org)* **July 2023**

**Professional Scrum Master I** *(Scrum.org)* **June 2023**

## **Education**

### [University of New Hampshire](https://www.unh.edu/) *Durham, NH*

**Bachelor of Arts, Sociology**