





# Kevin Crmi

ENGINEERING LEADER

## PROFILE

A servant leader that prioritizes the growth, efficiency, and empowerment of his people. At his best when maintaining alignment among engineers and non-technical stakeholders across divisions. His diverse background spanning mobile, backend, and data science is the result of a deep curiosity and innate drive to find the ways he can best drive impact.

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Remote
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## SOFT SKILLS

### PEOPLE MANAGEMENT

Managed ICs, managers, and tech leaders of in-person, remote and hybrid teams. Contractors and full-time employees; US, nearshore, and offshore

### TEAM BUILDING

Experience hiring, building, and resourcing talent for successful engineering teams, creating and empowering new leaders.

### PRODUCT STRATEGY

Collaborated with product and design partners for major feature releases and iterative product roadmaps on mobile and web.

### TECHNICAL VISION

Developed, maintained and attained buy-in and alignment on large-scale, multi-year architecture initiatives. Led quarterly engineering department planning.

### ORGANIZATIONAL STRATEGY

Instituted processes for product/engineering PDLC, working with QA teams, 3rd party vendors, and creating forums for bottom-up feedback.

## EXPERIENCE

### SKILLSHARE - NYC / Remote

#### DIRECTOR OF ENGINEERING: 2020 - Present

- Managing 7 direct reports, including 2 team leads and engineering manager with 7 direct reports.
- Driving north-star architecture migration from monolith to event-driven microservices
- Design and implement local/remote hybrid development environment to ease developer friction and decrease cycle time
- Create and facilitate venues for engineering strategic alignment (eg Quarterly Staff-level alignment sessions) and professional development (eg group discussion series based on the LeadDev conference)
- Manage product and business stakeholders as the accountable engineering leader for our core experience team, as well as our growth team

#### ENGINEERING MANAGER, MOBILE: 2019 - 2020

- Developed and maintained mobile roadmap with and without Product and Design partners
- Restructured the org to directly embed mobile engineers in product pods and increase team product ownership
- Oversaw the strategy to move to a federated GraphQL strategy
- Migrate android app to modularized architecture for reuse of API sdk
- Re-architect android downloads to address ~80% of negative user feedback and increase test coverage from 0 to 90% on the system

#### SENIOR ANDROID ENGINEER: 2018 - 2019

- Defined internal beta testing process, automated nightly builds via Circle CI, Hockey, Google Play, Bash scripting
- Led company integration with Split.io for feature flag-based development and A/B testing frameworks
- Led major mobile initiatives (eg integration of Apollo for new GraphQL-powered home screens and company-wide product rebrand)
- Replaced dependency on client SDKs (eg Mixpanel) with internal events tracking pipeline to feed multiple analytics platforms

## EDUCATION

**MS COMPUTER SCIENCE**  
*(Multimedia and Creative Technologies)* – 2013  
University of Southern California

**MS NEUROSCIENCE** – 2013  
University of Southern California

**BA NEUROSCIENCE** – 2010  
University of Southern California

**BM STUDIO/JAZZ GUITAR PERFORMANCE** – 2009  
University of Southern California

## SKILLS

### LANGUAGES

Kotlin, Java, PHP, Javascript (ES6), GraphQL, SQL, Bash, Python, R

### TECHNOLOGIES

Git, Apollo (Server, Federation, Client), Android, RxJava, Retrofit, Nginx, Node, Express, React, React-Native, Yii, ActiveRecord, Jekyll

### TOOLING

Google Play, App Store Connect, CircleCI, Sentry, Firebase, Datadog, Charles, Postman, Insomnia, Github Actions, AWS (IAM, EC2, Redshift, ELB)

### ORGANIZATIONAL TOOLS

Jira, Confluence, Miro, Mixpanel, Blueshift, Split.io, Chart.io, Looker,

### DESIGN TOOLS

Figma, Sketch, Photoshop, Illustrator, InVision

**WINK - NYC / Remote**

**LEAD ANDROID ENGINEER:** 2016 - 2018

- Led mobile and built android product for IoT security hardware bundle
- Designed and built solution integrating Stripe for recurring subscription plans
- Added support for controlling smart devices (eg Sonos speakers, August locks, Chamberlain garage doors) from the app
- Built controls for automated schedules

**HANDY - NYC**

**DATA SCIENTIST:** 2016 - 2018

- Built business intelligence portal using Looker, Tableau, and Ruby
- Designed and built automated reporting infrastructure using R, Python, Ruby on Rails, and S3
- Built ETL data pipeline using S3, Pig, and Redshift
- Worked with Marketing to identify most cost effective acquisition channels
- Identified low-performing workers and create models to predict those at-risk for monitoring
- Worked with Finance to design and implement in-house double-entry accounting system

**DIMASSIMO GOLDSTEIN- NYC**

**WEB DEVELOPER:** 2013-2014

- Built custom CMS website using MySQL, PHP, and Smarty templating

**NATIONAL INSTITUTE OF ADVANCED INDUSTRIAL SCIENCES AND TECHNOLOGIES (NAIST)** - Tsukuba, Japan

**RESEARCH FELLOW:** 2013-2014

- Investigated dimensionality reduction and visualization algorithms for Songrium, a social music video platform Optimize music informatics feature extraction process

**BRAIN AND CREATIVITY INSTITUTE- Los Angeles,CA**

**PhD RESEARCHER:** 2013-2014

- Applied machine learning classification to fMRI and EEG datasets to map tactile memory topography on the brain
- Developed and managed longitudinal study in cooperation with the LA Philharmonic tracking the effects of music training in children

## PROJECTS

### [TOOL TIP DIALOG](#)

Open source android library for tooltips and in-app tutorials

### [PROPOSAL APP](#)

Marriage proposal via a scavenger hunt app using Node, Twilio, Sendgrid, GPS, Parse Server, and AR

### [RECORDER ACTIVITY](#)

Android activity for capturing screen and microphone simultaneously