

PETER HASTIE

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Engineering leader with experience building diverse, distributed, multidisciplinary teams while enabling them to grow professionally and deliver high quality software.

WORK EXPERIENCE

2020–2022 **Engineering Manager** – *Bleacher Report / Warner Media*

- Managed a team of up to 8 fully remote Android, iOS, web, and backend engineers.
- Hired a diverse group of team members by being heavily involved in all stages of the interview and onboarding process, using contractors to augment the team as needed.
- Defined the fan–engagement roadmap, collaborating with my product partners to identify, prioritise, develop, and successfully launch complex features such as live comments. These key pillars of B/R's live events strategy significantly increased time spent in app.
- Led a 10–month project to redesign our mobile app, coordinating resources and stakeholders across multiple engineering, product, and design teams. Worked with mobile architects to scope refactoring changes so as to balance performance improvements with UI deliverables. Established patterns for engineers and designers to follow to conform to the new style guide.
- Established a high–trust environment, meeting weekly with each team member to understand their needs and hold myself accountable for following through on supporting them.
- Set each team member personalized, department–aligned yearly goals and held quarterly check–ins to ensure they were on track or to offer early intervention if needed.
- Quickly established relationships with a new leadership team, gaining support for feature development and securing multiple senior promotions for talented engineers.
- Established a co–operative team culture by modeling active participation in weekly meetings, hosting occasional online events, and running a yearly team offsite with a budget of \$6000.

2019–2020 **Lead Engineer** – *Bleacher Report*

- Led feature development for discussion–related features.
- Worked with architects, dev ops and senior leadership to introduce new technologies to implement and scale product features, e.g. Elixir clusters for direct messaging.
- Delegated service ownership to team members, providing mentorship and reviewing their system design proposals. This gave opportunities for high performers to stand out.
- Ensured consistently high team productivity through close communication with team members and a data–driven approach to sprint planning.
- Used Jira data and sprint retrospectives to identify bottlenecks in our QA pipeline and worked across the organization to resolve them.

- 2016–2019 **Senior Backend Engineer** – *Bleacher Report*
- Led engineering work on a JWT-based user authentication system that underpins the strategy of growing the B/R app into a social platform.
 - Responsible for key services, contributing and reviewing code, setting up monitoring, and providing on-call coverage.
 - Reduced costs by extracting systems in the Rails monolith to Elixir microservices.
 - Pioneered a unified Docker workflow for local and AWS production environments, reducing developer onboarding times and deployment rollback frequency.

- 2014–2016 **Data Platform Engineer** – *Bleacher Report*
- Maintained Express.js / DynamoDB / Redshift data pipeline handling 1k requests/sec, enabling personalized experiences for 9 million daily visitors.
 - Realized a 4x improvement in Redis / PostgreSQL-backed pipeline performance through better use of caching and transactions.
 - Prototyped an Elixir GenStage pipeline for more reliable and flexible data ingestion.
 - Worked with CTO to evaluate vendors and manage the transition to hosted analytics.

- 2013–2014 **Frontend Developer** – *Bleacher Report*
- Led engineering efforts on social growth project, delivering 700% increase in conversions in the first year leading to Bleacher Report becoming one of the most shared sites on Facebook.

- 2012–2013 **Interactive Developer** – *Loomis Group / Full & By*
- Worked full LAMP stack on a social-data-driven concert finder web application for StubHub.
 - Developed Flash and Adobe AIR applications for web and tablet.

- 2009–2012 **Lead Flash Developer** – *Eveo*
- Led a small team of developers in creating award-winning interactive Flash experiences.
 - Architected an extensible object-oriented Actionscript animation framework.

CONFERENCE PRESENTATIONS

- 2020 Code Beam 2020 – Leveling up at Bleacher Report
- 2017 Erlang & Elixir Factory SF – Real-Time Data Pipelines with Elixir GenStage
- 2013 Opticon – A/B Testing Asynchronous Features at Bleacher Report

EDUCATION

- 2002–2006 **PhD Anatomy** – University of Bristol, UK
- 1998–2002 **BSc Pharmacology** – University of Bristol, UK