

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

2021–current **Engineering Manager** – *Warner Media*

- Hired Android, iOS, web, and backend engineers to my fully remote team through a highly engaged interview and onboarding process, growing my team and planning for turnover.
- Established team culture by encouraging active participation in weekly meetings, hosting occasional online events, and running a yearly team offsite with a budget of \$6000.
- Met with individual team members weekly to build trust and address their needs, helping one engineer transition to a new team which better fit his skills.
- Conducted yearly reviews of team members based on goals we set together which aligned with both organizational and personal needs. Used this feedback to secure raises and bonuses.
- Quickly established relationships with a new leadership team, securing promotions for talented engineers despite budget restrictions.
- Currently leading a 10-month project to redesign our mobile app, coordinating resources and communicating with stakeholders across multiple engineering, product, and design teams.

2019–2021 **Lead Engineer** – *Bleacher Report*

- Managed a multidisciplinary team of 8 remote engineers, including contractors.
- Worked with product and design teams to define our strategy for discussion-related features.
- Led feature development by defining specifications and assigning the work to sprints.
- 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*

- Reduced costs by identifying systems in the Rails monolith to extract as microservices.
- Migrated services to Elixir, a fault-tolerant language with a great concurrency model.
- Led engineering work on a JWT-based user authentication system that underpins the strategy of growing the B/R app into a social platform.
- 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.
 - 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.
 - Presented at Opticon on tools I built to introduce A/B testing as part of that work.
- 2012–2013 **Interactive Developer** – *Loomis Group / Full & By*
- Worked full-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 – Testing Asynchronous Features at Bleacher Report

EDUCATION

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