

# Robert Wierzbowski

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Austin, Texas

## Engineer and tech lead for frontend platform

I'm an engineer with 15+ years of experience in frontend technologies and a decade in engineering leadership. I enjoy combining technical and organizational work to solve broad problem sets and create happiness and efficiency in the teams I support. My colleagues appreciate my drive to fully understand and communicate a problem space, the way I handle complex initiatives comfortably and without ego, and my focus on simple, practical solutions.

Currently I focus on frontend architecture and platform tools, but I'm interested in all high level work that allows me to create a positive impact.

## Experience

### Principal Frontend Platform Engineer

Stitch Fix, 2017 - 2023

As the first senior frontend hire in Stitch Fix's customer-facing division, I co-led the company's frontend modernization and maturation. Through direct contribution, technical leadership and mentorship I helped shape a cohesive guild of frontend specialists working more efficiently at scale.

As a core member of the Frontend Platform team, I supported product engineering teams with application and testing platforms, automation, static analysis, design systems, and shared tooling. Equally important as defining what to build, I was a consistent voice for what not to build in order to keep our application surface area efficient and maintainable.

#### Key accomplishments:

- ❖ Directed a complete re-architecture of customer behavior analytics to bring data quality, interoperability, and time-per-feature to the level required for business success.
- ❖ Created centralized frontend infrastructure tools, allowing a single frontend platform team to manage infrastructure for all customer-facing teams.
- ❖ Built an in-house SSR platform to serve marketing and acquisition pages. The platform focused on performance and A/B testing, and was later extended to support US and UK sites and integrate a self-serve marketing CMS.
- ❖ Introduced and grew code quality tools that drove best practices across the engineering org.
- ❖ Introduced RUM performance monitoring tools and KPIs which served as a core measurement of customer-facing team success.
- ❖ Created browser support and design metric tools that transform real user metrics into explicit scopes for engineers and designers to build to.
- ❖ Championed responsible, risk-reduced delivery on all projects. A trusted collaborator with engineering peers and leadership in roadmapping, auditing, direction setting, and execution of business-critical, org-wide workstreams.

### Tech Lead, Senior Engineer

Casper Sleep 2016 - 2017

At Casper I co-led teams and technical initiatives during a period of rapid product and market growth.

## My areas of expertise:

- Define and execute large scale, business critical roadmaps
- Create peer relationships with cross-functional partners and leadership
- Frontend application architecture
- UI framework and design system architecture
- Build and manage shared platforms, divops, and tools
- Lead org-wide refactoring, modernization, and tech debt repayment
- Disseminate performance, accessibility, internationalization, usability, and mobile best practices
- Identify areas of opportunity and complacency
- Provide code and architecture review
- Documentation and technical writing
- Presentations, demos, mentorship, and knowledge sharing

## Technologies I specialize in:

- JavaScript platform: ES Next, Node.js
- Web platform: HTML, CSS, Browser APIs
- React.js ecosystem, Next.js
- TypeScript
- Turborepo
- Continuous Integration: CircleCi, Github Actions, 3rd party integrations
- Build process: Babel, Webpack, PostCSS, SCSS, and integrations
- Static analysis and best practice automation: ESLint, Prettier, StyleLint
- Frontend testing: Jest, RTL, Percy, browser drivers
- Ruby on Rails

- ❖ Partnered in roadmapping and risk assessment at the company level.
- ❖ Core contributor in Casper's internationalization and launch in the UK, Germany, Switzerland, and Austria.
- ❖ Core contributor in creation and launch of Casper's design system.
- ❖ Co-led the company's move from Rails to React architecture. Led state management, internationalization, and style architecture.
- ❖ Led iterative, data-driven feature development using A/B testing and Heap analytics.
- ❖ Helped shape and mature the frontend organization. Mentored engineers, encouraged pair programming and blameless critique, and drove adoption of modern tools and patterns.
- ❖ Drove a shift in company culture to encourage cross-functional pairing between designers and frontend engineers.
- ❖ Reduced risk and complexity in systems via aggressive tech debt prioritization and repayment. Removed 10% of the Casper codebase without reducing active features.

## **Senior Software Engineer**

### **Think Through Learning, 2013 - 2015**

I brought frontend expertise to TTL and provided support for open source tools the company was using that I helped create.

- ❖ Developed and maintained a suite of apps written in Backbone, Marionette, and Angular, and the Rails application that backed them.
- ❖ Decomposed JavaScript apps from a Rails monolith.
- ❖ Defined CSS and Sass architecture. Helped the team reduce a central risk by producing reliable, predictable style systems.
- ❖ Provided knowledge of modern frontend ecosystems and patterns to a previously Rails-centric team.

## **Web Consultant**

### **2008 - 2013**

Produced websites, CMSs, prototypes, and features for businesses including the United Way, National Geographic Magazine, and local businesses and nonprofits.

During this time I was an active contributor to many leading-edge open source projects, including Modernizr, early Sass projects, Yeoman, and the Grunt.js and gulp.js ecosystem. I was also the organizer of the frontend meetup "Sassy PGH", and a frequent speaker at design/development firms and regional tech meetups.