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Knock, Remote, 2020 - Present

February 2020 - Present: Engineering Manager In this role I transitioned to a full time people leader, managing an existing team of 6 engineers while also learning a new tech stack (backend using primarily node.js). I was able to bring my experience from Hudl in scaling up an engineering org past the startup phase, as well as a focus and passion on developing people, to Knock. I've also acted as a ScrumMaster, utilizing my prior experience to help the development team improve their processes and communication. Additionally:

- One of the first issues I saw was a lack of a standard onboarding process, so I created a template that Engineering Managers can clone and use to ensure that each engineer has a consistent education upon joining the company.
- Although Knock's size precludes the current need for a Senior Engineering Manager role, I also identified that Knock's other Engineering Managers are relatively inexperienced in the role. As such, I convened a weekly group discussion that provides me the opportunity to mentor and coach as needed, as well as a forum to share experiences so that we can all learn from each other and approach issues consistently.
- Finally, another situation I've encountered was a lack of opportunity for engineers to interact and bond outside of work activities. As a fully distributed company, I felt we could provide socializing opportunities while also ensuring there was no forced fun. Coordinating with our People Ops team I created "Meet-a-Knockstar", which is a weekly interview with a new employee each week in order to learn more about people's lives outside of work. Additionally, I created and facilitated virtual game sessions and happy hours over Zoom that employees could participate in as they desired.

Hudl, Lincoln, NE (working remotely): 2014 - 2020

August 2018 - February 2020: Mobile Team Owner This role was parts Engineering Manager, Product Owner and Software Engineer, and the right fit required someone who has an engineering background in mobile and ability to create strategy and establish priorities. In this role I collaborated with Product Managers, other teams, and non-technical stakeholders, owning the process from problem understanding to shipping the solutions on iOS and Android (including React Native also). Hudl's Mobile team is responsible for builds and deploys for 5 apps across the Apple and Google app stores. I also ran the team's Scrum processes, from daily standup to Sprint review, retrospectives, and planning. Additionally:

- Set up my senior reports to take the lead on specific projects for the team, providing direction, feedback, and pushing them to grow their skillsets.
- Educated department leads on the current state of mobile technology and practices.
- Owned metrics, logging, and reporting for all Mobile apps at Hudl. Team was responsible for setting up dashboards, surfacing performance problems, and coordinating responses to bugs and other issues.

August 2017 - February 2020: Senior Engineering Manager This promotion was in recognition of my work in pushing our engineering management chapter forward, giving me more time to spend amplifying our management efforts across the product team. This role's responsibilities include process improvements, training initiatives, and other similar projects, as well as mentoring and training junior leads and individual contributors. I am working remotely, and manage a group of 6 reports that are located in both remote and in-office locations. 30-40% of my time in this role is directed toward people management duties, and the remaining time on the Team Owner role as both Product Owner and an engineer. In this role I've helped guide 4 of my reports to a promotion to a Senior role themselves, as well as regularly delivering performance feedback and career growth guidance.

- Led a project to identify a coding tool for technical interviews. Researched a number of tools using a ranked set of metrics, and then led the training initiative and rolled CoderPad out to the product team.
- In December 2017, I received the inaugural **Manager Impact** award at Hudl. This quarterly award recognizes a manager who's made a strong impact on a report or team by living out Hudl's management philosophy ("Our managers are coaches we entrust with developing and serving our remarkable talent").

October 2016: Senior Software Engineer I was promoted by a panel of engineering managers and my peers to a senior role, which means more time spent on higher-level problems as well as mentoring. Work at this time shifted to improving unit test coverage and utilizing Kotlin for all new features along with RxJava. I also did exploratory work with React Native for Hudl, presenting to 150 internal users on the technology. Since then, React

Native has been chosen for development of new features. Another training session I've led at Hudl is on teaching basic Android development concepts to other engineers.

A few months later, I branched out into a more general full stack engineering role. Work has mainly been on front-end web with a React/Redux stack, as well as backend work in C#/Mongo/AWS. Mobile work also continues on Android, React Native, and some iOS as well.

August 2015: Engineering Manager Nine months into my position at Hudl I was promoted to a people management role – partially due to peer recognition from the leadership I was demonstrating at Hudl, and also based on my prior lead experience at Esri. In addition to my software engineer duties, I also supervised a team of other software developers across the company. Responsibilities include bi-weekly 1-on-1 meetings with each report, quarterly performance reviews, salary determination, and most importantly, helping with professional development and growth. Being able to help level up an employee's skills and career is a source of pride and enjoyment for me.

December 2014: Mobile Software Engineer When I came on board in December 2014 I was the sole Android developer at Hudl, inheriting a legacy codebase written by interns and contractors. My role was to maintain existing features, fix bugs, and implement new features at a foundational level - responsible for architectural level decisions and ensuring that both the app's architecture is modern and easy to work with. An example of this is a project which entailed replacing the HTTP stack used by the app; going from a legacy version to a modern stack (Apache HTTP library replaced by OkHttp and Retrofit).

Hudl app (4.4 rating, 1M+ installs): <https://play.google.com/store/apps/details?id=com.hudl.hudroid>

Leading education efforts An audit of the Hudl app's codebase revealed a need for consistency and best practices, so I created a set of code conventions and static analysis rules to automatically run in the IDE. As we hired more Android devs to join the team, I created and led an Android Development Chapter that meets bi-weekly. The main role of this meeting is to foster communication about what each dev on different squads are working on, and to present new things we've learned to our peers. This helps to ensure everyone is on the same page and is aware of upcoming efforts that may affect things like testing and release schedules.

Esri, Redlands, CA: 2004-2014

2013: Development Lead I was named Development Lead of a team of 3 engineers working on a new field data collection application. My role as lead included design, implementation, architecture decisions, and ensuring best practices and coding standards were followed. The app was first released on Google Play in Jan. 2013.

2010: Mobile Software Engineer Created new functionality for an existing Android application. The app allowed users to find and display maps from ArcGIS Online (arcgis.com) on their mobile device, as well as allowing editing of geometry features, and utilizing the device's GPS. The ArcGIS for Android app was released on Google Play in Oct 2011 and achieved over 100,000 downloads.

2004: Software Engineer On the Install team, I was responsible for writing installers that targeted Linux, Solaris, AIX, HP-UX. In 2008 I was named the Dev Lead for the UNIX programmers on our team.

ArcGIS app: Has since been [removed from Google Play](#) by Esri.

Collector app: <https://play.google.com/store/apps/details?id=com.esri.arcgis.collector>

Personal Experience:

GitHub - <https://github.com/MarcBernstein> - Personal projects, incl. source for some unpublished Android apps.

Stack Overflow - <http://stackoverflow.com/users/223573/marc-bernstein>

Education:

Bachelor of Science, Computer Science: California State University, San Bernardino, 2004

Skills:

Languages: Java, Kotlin, Shell Scripting (bash, sh), HTML/Javascript/CSS/JSX (React), Objective-C, Swift

Operating Systems: Mac OS X, Linux (Ubuntu, Red Hat, SuSE), Android

Software: Android Studio, Eclipse, git/GitHub, Gradle, Ant, Jenkins, IntelliJ, TeamCity, Xcode

Systems and frameworks: Agile development (Scrum), Jira, Confluence