



Glenn LaBarre

14+ years as a web dev

7+ years leading web devs

TypeScript, Next, React, Node + *more!*

Principal Engineer

Commons Clinic | September 2023 - Today

- Developed a patient relationship management web app in TypeScript, Next.js, Next-Auth, Prisma, and Postgres

Software Engineering Manager

Bright Health Group | June 2021 - March 2023

- Successfully led an award-winning, fully remote team of full-stack engineers in a fast-paced startup culture to build a provider-facing prior authorization website and supporting API that queried Utilization Management data via Microsoft Dynamics
- Fostered a strong engineering culture that emphasized collaboration and code quality across modern web technologies, including TypeScript, Next.js, React, Apollo GraphQL, Node.js, Azure, Docker, and Kubernetes in a CI/CD environment where we shipped code to production an average of once every 11.5 hours while maintaining a 99.9999% uptime with zero rollbacks
- Leveraged strong partnerships with product owners, UX designers, and stakeholders to increase user adoption by over 127%, reduce intake staffing by over 51%, save providers and clinicians tens of thousands of hours, decrease UM call volume by over 28%, and save Bright over \$5 million in operational costs in 2022 alone
- Conducted regular one-on-ones, roundtables, evaluations, and career development with team members, whereby I successfully promoted two of my four direct reports to senior roles within a single year

Web Development Manager

Caleres, Inc. | August 2017 - March 2019

- Led a diverse 10-person team of on-site and 100% remote web developers
- Managed and delivered hundreds of projects supporting twelve differently branded e-commerce sites on time and within budget
- Pioneered team-driven processes to foster team cohesion and inclusion; facilitated skill growth through literature, courses, hackathons, mini-challenges, and lunch-and-learns
- Ensured talent growth and retention through objective tracking, performance improvement plans, regular reviews, promotions, awards, and consistent one-on-one meetings with each team member
- Maintained effective resource capacity through long-range and monthly estimating, planning, hiring, layoffs, and active resource management in collaboration with neighboring departments
- Established a cross-functional triage process with UX, QA, product owners, and stakeholders to improve estimation accuracy
- Identified, evangelized, and led initiatives to increase page speed, site security, accessibility, and incorporation of emerging web technologies

Lead Web / Email Developer

Caleres, Inc. | August 2013 - August 2017

- Hired and managed a team of junior developers with daily, one-on-one mentorship, training, and regular performance reviews
- Established and led an ongoing initiative to identify internal inefficiencies, increasing team velocity by over 200% and reducing bugs in production
- Collaboratively established code standards, a peer review process, standard git workflows, and the adoption of modern design tools
- Led the adoption of Agile product methodology at Caleres by pioneering Sprints, setting up tools (Jira / Trello), and training others
- Built several full-stack JavaScript applications to automate development and empower marketing teams to self-generate content
- Migrated platforms between four different Email Service Providers, including Salesforce, Experian's CCMP, CheetahMail, and Yesmail

Web Developer

Caleres, Inc. | June 2011 - August 2013

- Completed thousands of collaborative web and email projects on time across twelve unique brands with impeccable quality

Fun Facts

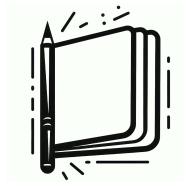


Indie game dev

Indie band lead guitarist

Freelance web business owner

Skills



TypeScript, JavaScript, Next, React

SCSS, Tailwind, Material UI

Prisma, Sequelize, GraphQL

Postgres, Firebase, MongoDB

Azure, AWS, Vercel