



# 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

- Making the world a better place, one line of code at a time

## 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
- Contributed to peer reviews, deployments, testing, bug fixes, and on-call rotations and directly wrote code to ship several critical features
- 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 workers
- 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



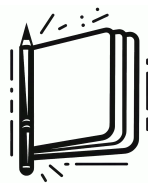
Indie game dev

First website in 1997

Indie band lead guitarist

Freelance web business owner

## Skills



TypeScript, JavaScript, React, Next, Playwright, Apollo GraphQL, Node, Jest, Firebase, MongoDB, Keystone.js, Microsoft Dynamics Web API, Azure, Kubernetes, Docker, Grafana, CSS, HTML, Figma, Scrum, GitHub, Jira