JULIAN MERCER

ENGINEERING MANAGER

San Francisco, CA | (415) 555-0148 | julian.mercer@email.com | linkedin.com/in/julianmercer

PROFESSIONAL SUMMARY

Engineering Manager with 14+ years in software, the last 6 leading teams of 6 to 14 engineers at payments and marketplace companies. Balances delivery, hiring, and technical quality, and develops engineers into senior and lead roles.

CORE SKILLS

Engineering management | Team building and hiring | Roadmap planning | Technical strategy | Agile delivery | Incident management | Performance management | Architecture reviews | Mentoring | Stakeholder communication | Budget planning | Distributed systems | Cross-team collaboration | Career development

PROFESSIONAL EXPERIENCE

Engineering Manager Jan 2023 - Present
Stripe, San Francisco, CA

- Lead 12 engineers across two teams on merchant onboarding, and reduced median time to first live payment from 9 days to 5.
- Set quarterly roadmaps with product and design, and delivered 85% of committed work over the last four quarters.
- Introduced on-call rotations with runbooks and postmortems, cutting incidents that paged after hours by 40%.
- Hired seven engineers in 18 months with a structured interview loop and a 90% offer acceptance rate.
- Promoted four engineers using growth plans tied to clear level expectations and regular feedback.
- Own the team budget of $2.8 million for headcount and cloud costs and held spend within 3% of plan.
- Run quarterly planning with directors and keep a shared risk register with partner teams.

Software Engineering Lead Mar 2019 - Dec 2022
Etsy, Brooklyn, NY

- Led six engineers building seller listing tools, shipping a bulk editor adopted by 35% of active sellers within a year.
- Moved the listing service from a monolith module to its own service, trimming p95 latency by 30%.
- Ran sprint planning and code reviews, and raised on-time delivery from 70% to 88% by trimming work in progress.
- Coached two senior engineers into tech lead roles and handed them design reviews.

Senior Software Engineer Jun 2016 - Feb 2019

- Built search ranking features in PHP and Java that raised click-through on search results by 5%.
- Mentored three junior engineers and led design reviews for the team's data pipeline changes.
- Led the move of the search indexing pipeline to a new queue system with no downtime.

Software Engineer Aug 2012 - May 2016
Bloomberg, New York, NY

- Developed C++ and Python services for a market data feed handling millions of updates a day with 99.9% uptime.
- Wrote automated tests that raised coverage on the feed handler from 55% to 82% and reduced release-day defects.
- Cut build times by 45% by parallelizing the test suite and removing slow tests, saving developers about 30 minutes a day.

EDUCATION

B.S. in Computer Science, Cornell University, Ithaca, NY

CERTIFICATIONS

AWS Certified Solutions Architect - Associate | Certified ScrumMaster (CSM)