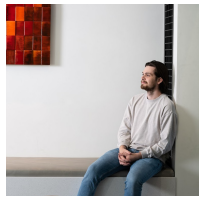


# Orion Kindel

orionkindel@gmail.com  
git.orionkindel.com  
linkedin.com/in/orion-kindel  
instagram.com/orion.kindel  
+1 989 443 0197



## Brief

A flexible and experienced tech professional who can reliably leverage his insights to empower and accelerate teams and organizations.

Orion is a powerful force multiplier with 7 years' experience as a software engineer, leader, systems architect, and product manager.

## Key Skills

Expert ★★★★★  
Very Strong ★★★★☆  
Strong ★★★☆☆

### ★★★★★ Javascript

8 years

Designed and implemented full-stack high scale production systems at every position held.

Deep understanding of language semantics, exception handling, runtimes, performance characteristics and tooling.

Architected & implemented complex production interfaces in React, as well as angular, vue and svelte. Deep experience using hooks & functional components to manage state and complexity as the product scales.

Guided teams to best practices, building systems with 5-40 active contributors handling 1MM requests / second with %99.999 uptime

### ★★★★★ Purescript

5 years

Active Open Source community member; language contributions, discussions, discord member.

Owner of many popular packages and abstractions.

Deep understanding of language semantics, exception handling, runtimes, performance characteristics, abstractions and tooling.

Built teams using the language, training teammates reaching productive and capable in <2mo.

### ★★★★★ Systems Architecture

6 years

Have designed, implemented and modified systems across scales and stacks.

Have designed and implemented Distributed (Microservices or Services), Monolithic, and Event Driven systems - choosing the model based on the product and organization's requirements, capacity, and time constraints.

### ★★★★★ Rust

6 years

Active Open Source community member; language contributions and discussions.

Deep understanding of language semantics, exception handling, runtimes, performance characteristics and tooling.

Owner of the primary implementation of the CoAP networking protocol, which brings high performance REST semantics to bare metal and distributed systems.

Built teams using the language, training teammates reaching productive and capable in <2mo.

### ★★★★★ Git

7 years

Manage 100s of open source repositories, highly active open source member and contributor.

Managed & built git teams at scale, with some repos having hundreds of daily contributors.

### ★★★★★ Docker

6 years

Use docker in most projects for 4 years for making version management, reproducible deploy artifacts, pull-based deployment models and security isolation.

Have used kubernetes to manage deployments of complex distributed systems handling millions of requests and \$500K MRR with high reliability.

### ★★★★★ CICD

6 years

Use comprehensive automated testing and CI platforms to automate quality checks and deployment, significantly accelerating product development.

### ★★★★★ Linux

6 years

Have used linux personally & in production. Choose VMs (EC2) in lieu of kubernetes or managed environments for almost all production needs for many reasons.

Deep understanding of systems semantics, filesystems, security model, networking, resource management, shells, scripting and tooling.

Guided teams to best practices, building systems with 5-40 active contributors handling 1MM requests / second with %99.999 uptime

### ★★★★★ SQL

7 years

Have designed & implemented highly normalized and scalable relational schemas (both for monolithic and distributed systems)

Have used read replication, partitioning and indexing to manage pain points inherent in maintaining a relational database while the product and organization scale.

Have used many strategies to integrate relational databases with dynamic and strongly-typed business logic layers from highly-managed ORMs (ex. Flask, Entity Framework, PrismaJS) to mini-ORMs.

### ★★★★★ Player-Coach

6 years

Have managed teams of sizes 3-10 as a team lead (player-coach), accountable for success of individual team members as well as the team. Able to consistently make & meet data-driven commitments, develop and maintain excellent relationships with team members and stakeholders based on accountability, candor and transparency.

Use tools like CICD, Scrum, TDD and pair programming to increase team velocity without applying pressure to individual team members.

Use frequent touchpoints with team members and a shared understanding of my expectations and their goals, decomposing them into measurable actionable steps and holding them accountable.

### ★★★★★ AWS

7 years

Have used AWS to deploy and manage systems at scale, both persistent and on-demand (serverless) applications.

Deep understanding of networking model (VPC), database hosting (RDS), persistent managed or unmanaged servers (EC2), on-demand compute (Lambda), event-driven architecture (SQS), machine learning (SageMaker), permissions management (IAM).

### ★★★★★ Scrum

7 years

Have led 5 scrum-informed process transformations to improve team performance, transparency and clarity.

Trained and mentored product managers on their role and responsibilities, solving many sources of friction and conflict on under-performing teams.

Have filled roles of scrum master and product owner on several product teams to much success.

## Other Skills

★★★★★ REST

★★★★★ Slack API

★★★★★ Python

★★★★★ C#

★★★★★ Data Insights

★★★★★ gRPC

★★★★★ HATEOAS

★★★★★ OSS Mgmt

★★★★★ Scala

★★★★★ Java

★★★★★ Machine Learning

★★★★★ Embedded

★★★★★ JIRA

★★★★★ OAuth, OIDC

★★★★★ Java

★★★★★ GraphQL

★★★★★ Cryptography

★★★★★ Figma

★★★★★ Networking

★★★★★ OCaml

★★★★★ NoSQL

★★★★★ Terraform

---

# Experience

## thunderstrike.ai

### Technical Founder & CTO

2023 - Present

- Built product MVP in Purescript & Rust in 4mo fully covered by automated testing, automated deployments, load testing @ 100K messages / second yields <100ms latency
- With CEO have signed over \$100K in contract value with customers since foundation in October
- Perform competitor analysis, user interviews, and develop KPIs to continuously refresh our understanding of the problem we're solving - pivoting when necessary.
- Maintain living backlog in JIRA\* for transparency and accountability
- Manage 2 junior engineers, placed directly from bootcamp graduation 2mo ago who are now formidable and productive in Rust and Purescript.
- Develop and manage local Chicago tech community presence both for networking and startup representation.

## Qwick

### Senior Software Engineer

2021 - 2023

- Overhauled onboarding process, helping accelerate new junior hires
- Architected invoicing system to handle \$500K MRR with near-zero downtime
- Oversaw team of 4 junior engineers & 1 senior engineer executing on invoicing system. Was responsible for individual & team outcomes.
- Led initiative to decouple and modularize existing monolithic architecture, transforming into a services model with several event-driven components, adding independent deployability and automated testing. This increased developer velocity by 40%, reliability up from %99.9 to %99.999 in 6mo
- Led agile & scrum transformation with CTO, contributing to velocity increase of 40%
- Led DevSecOps team, adding automated testing, CICD, system rearchitecture, documentation, DX improvements
- Mentored product managers helping them relax into a role of vision and user-advocacy, allowing dev teams to execute on well-structured problem statements
- Led Google Design Sprints to quickly define and validate new product initiatives, introducing data-driven and qualitative user research
- Organized grassroots presentations, helped team members develop and present their own topics

## TheoremOne

### Senior Lead Software Engineer

2020 - 2021

- Architected robust systems on AWS in Python, Ruby, React, Typescript
- Developed excellent relationships with stakeholders, communicating clear and frequent progress updates via demos, gathering feedback and requirements
- Managed 2 teams of 5-6, overhauling process increasing velocity by 30-40%.

### Software Engineering Manager

2021

- Onboarded new Client Coordinator & Product Manager
- Managed team of 4 full-stack engineers, 1 QA, 1 GIS engineer working on seed-stage MVP
- Negotiated deadlines and rebuilt damaged trust with client

# Product Manager

2021

- Owned living backlog with aggressive culling of speculative epics and stories so as to reduce noise and keep meaningful
- Communicated frequently with client to continually adjust forecasts, refine backlog and improve understanding of requirements
- Held dev team accountable for refining tickets into tasks and having implementation discussions with 1-2 sprint lead time.
- Ensured prior to Planning, tickets had accurate estimates, subtasks, and had been seen and touched by everyone who could execute on it, making it a 15min ceremony.

# Strongmind

## Software Engineer

2017 - 2020

- Architected & executed on robust production systems in .NET, JS, TS, Python & Rust on AWS & Azure. Several greenfield and legacy projects incl. complex distributed systems, OLAP data pipeline, data warehouse, mobile app development and learning management system (Canvas LMS) integration.
- Led several team process transformations, using process changes and product vision improvements to increase team velocity and happiness.
- Led adoption of new technical practices, improving maintainability and velocity. Ex. transitioning from TFVC to git, automating deployment and UAT, containerizing products, introducing automated testing.
- Mentored several junior engineers, led 2 teams developing production systems that are still used with few changes today.

---

# Education

## Associate's of Science, Physics

Scottsdale Community College, 2014 - 2016

## Certified Scrum Developer

Scrum Alliance, 2019

## Certified Scrum Product Owner

Scrum Alliance, 2020

---