

Glenn LaBarre

A dedicated Software Engineering Manager with over a decade of experience building, managing, and leading large-scale web solutions and teams

Software Engineering Manager | Bright Health

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 Bright Health Utilization Management data through the Microsoft Dynamics 365 Web API
- 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, engineering roundtables, performance evaluations, and career development discussions with team members contributing to a positive work environment 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

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TECHNOLOGICAL SKILLS

TypeScript, JavaScript, React, Next.js, Playwright, Apollo GraphQL, Node.js, Express, Jest, Firebase, SQL, Dynamics Web API, Azure, Kubernetes, Docker, Grafana, CSS, SASS, Styled Components, Semantic & Accessible HTML, Figma, Sketch, Photoshop, Agile, Scrum, Kanban, Jira, Azure DevOps, GitHub

SOFT SKILLS

Empathetic servant leader
Team-first mentality
Self-motivated
Learns from mistakes
Inspires confidence in others
Leads with courageous grit
Always learning

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 methodology at Caleres by pioneering the use of Sprints, setting up and training others on tools such as Trello / Jira, and championing a product mindset in IT
- 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

Lead guitarist for an indie band

Indie video game developer

Started making websites in 1997