

# Cody Knauer

Engineering Leader

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## Summary

I'm an experienced, growth-minded technical leader and people manager who builds high-performing, inclusive teams and delivers polished products. I've spent 6+ years managing development teams, 2+ years directing managers, and a decade of SWE experience delivering scalable systems with intuitive user experiences. I bring full-stack technical expertise and a pragmatic, humble, human-centered leadership approach that inspires autonomous teams to bias toward action, be curious, and achieve sustainable operational excellence through ownership and continuous improvement. I'm adept at balancing progress toward long-term goals while serving immediate needs. I believe in the multiplicative power of authentic servant leadership. I succeed by forming strong relationships with cross-functional partners, fostering an egoless culture of open communication and continuous learning, and cultivating diverse, mission-driven teams of thinkers and doers guided by strong values and sustainable practices.

## Tech Expertise

TypeScript, JavaScript, React, Node.js, Express, Next.js, Ruby, Ruby on Rails, Angular, Redux, RxJS, WebPack, Vite, Postgres, SQL, Redis, Git, GitHub, TDD, CI/CD, Docker, AWS

## Experience

### SyBridge Technologies — Director, Software Engineering

*SyBridge is a manufacturing technology company that produces software to analyze CAD files for manufacturability and cost optimization.*

December 2022 - November 2024 (Remote)

- Led a diverse org of ~30 software engineers, SREs, data scientists, and computational geometers.
- Brought clarity from ambiguity; translated reality between teams, execs, product, and engineering to deliver despite rapid change.
- Managed 4-5 concurrent teams through 2-4 engineering managers, delivering and supporting multiple projects in parallel.
- Delivered flagship web products on time and within budget, including an e-commerce app with ML instant quoting and analysis, a SaaS design platform with 3D manufacturability feedback, and CAD platform integrations (TypeScript, React, Go, PsqI, AWS).
- Designed, implemented, and evolved organizational structures to create a nimble, adaptable organization.
- Scaled architecture while cutting costs via service-oriented and event-driven patterns. Cut geometric analysis p50 times by >50%.
- Collaborated with product leaders, stakeholders, and execs to create roadmaps that balanced long-term goals with immediate needs. Aligned vision, strategy, and execution. Promoted high quality and continuous improvement alongside velocity.
- Attracted, retained, and grew top talent, hiring domestic FTEs while building a near-shore contractor team to scale strategically.
- Owned engineering budgets, hiring plans, resource allocation, and vendor coordination to ensure fiscally sound operations.
- Drove operational excellence; improved dev-ops infra, CI/CD, and telemetry to optimize performance, UX, and dev productivity.
- Fostered an egoless culture of curiosity, providing safety and learning opportunities for all to grow and deliver their best work.

### Fast Radius — Engineering Manager

*Fast Radius was a 3D printing startup with additive design analysis software and a network of fulfillment partners. Acquired by SyBridge in 2022.*

August 2021 - December 2022 (Remote)

- Led 2-3 teams; scaled 2 teams from 3 to 14 engineers in my first 6 months, staffing autonomous teams for supplier and factory ops.
- Created, staffed, and led a Core Services team to own platform infrastructure and shared services. Delivered authn/authz solutions, billing integrations, and shared components for scalability, extensibility, and reliability. (TypeScript, React, Elixir, Phoenix)
- Delivered greenfield two-sided Marketplace product that increased revenue 40% YoY and improved margins from 14% to 20%.
- Grew, mentored, and advocated for team, recognizing 6 senior/staff promotions. Used guilds, workshops, & pairing to uplevel team.
- Overhauled on-call rotations and incident response practices to improve developer experience, communication, and ownership.
- Extended manufacturing execution system, deploying CNC quoting and fulfillment features to grow revenue by ~20% QoQ.

## ***Experience (continued)***

### **GreenKey Technologies**

*GreenKey was an NLP AI startup with audio diarization, transcription, and analysis products. GreenKey was acquired by VoxSmart in 2021.*

#### ***Director, Software Engineering***

February 2021 - July 2021 (Remote)

- Led the engineering org through the delivery of an Automated Speech Recognition (ASR) / Natural Language Processing (NLP) AI platform, including language models and products to transcribe and analyze real-time and historical audio.
- Set the technical strategy for the company's flagship model-training product. Delivered intuitive products capable of guiding users through model training and customization, with the flexibility to deploy in a public or private cloud (AWS), or on-prem.
- Owned product architecture (TypeScript/Node.js), delivering a reliable transcription platform rolled out to 7,000+ financial desks.
- Created and executed hiring plans, aligned resources, leveled and grew staff, and owned organizational design decisions.
- Ensured adherence to financial and public safety compliance (CJIS), safeguarding sensitive client data.

#### ***Engineering Manager***

January 2019 - February 2021 (Remote / Chicago)

- Grew and led a team of junior-through-staff-level engineers, providing mentorship, advocacy, and project alignment.
- Delivered a real-time transcription platform that brought in \$6M in revenue and enabled trade accuracy/compliance oversight.
- Created a robust engineering culture, promoting cross-team collaboration, dev extracurriculars, and knowledge sharing.

#### ***Sr. Software Engineer***

September 2018 - January 2019 (Chicago)

- Led frontend development UI/UX development (React, TypeScript) for SaaS product. Contributed across the stack (Go, pSQL, GCP).
- Mentored engineers and drove improvements to engineering practices and code quality.

### **Slalom Consulting — Sr. Software Engineer / Tech Lead**

*Slalom is a full-service development agency that builds web and mobile applications for enterprise customers.*

October 2015 - September 2018 (Chicago)

- Built products for Fortune 500 clients, using modern full-stack tech (Typescript, Javascript React, Angular, Node.JS, Express, Ruby).
- Built an advertisement asset management system for Coca-Cola, a user onboarding system for Facebook, a sales portal for Constellation Brands, analytics dashboards for IBM Watson Health, and compliance software for a telecom company.
- Rapidly developed POCs that secured strategic partnerships and new customers for the company.
- Developed mastery of front-end web frameworks. Grew into a tech lead on client projects and a practice leader for front-end devs.

### **Raise — Software Engineer**

*Raise is an e-commerce gift card two-sided marketplace and retail rewards provider.*

February 2015 - September 2015 (Chicago)

- Developed consumer marketplace and internal ops features, including high-traffic e-commerce solutions (Ruby on Rails, JavaScript)
- Implemented A/B testing framework to measure/improve UX, and a brand ranking system to promote sponsors and popular SKUs.

### **Independent Contractor – Software Quality Assurance Engineer, Web Designer, Web Administrator**

*I took a non-traditional path into software engineering, spending my early years completing quality assurance and web design/admin contracts.*

February 2011 - August 2014

- Began career in software development through software quality assurance and web design/admin contracts (Javascript, HTML, CSS)
- Gained foundational experience in SDLC. Learned how to gather and navigate requirements for successful project delivery.