Joe Bader

Senior Engineering LeaderPlatform, Enablement & Architecture
joebader.com | linkedin.com/in/josephbader

SUMMARY

Engineering leader with 20+ years building web platforms across enterprise, SaaS, and startup environments. Led up to six teams (approximately 30 engineers), improving on-time delivery from 30% to 95% and lead time by 4x through operating-model, architecture, and developer-experience leadership.

FOCUS AREAS

- Scalable SaaS and Web Platforms
- Platform & Engineering Enablement
- Developer Productivity & Experience
- People Leadership & Talent Development
- Engineering Operating Model & Org Design

- AI-Assisted and Agentic Development Practices
- Architecture Stewardship & Technical Governance
- Cross-Team Execution, Stakeholder Alignment & Dependency Ownership

EXPERIENCE

Senior Manager, Software Engineering   *12/2021 - 12/2025*
Riskonnect | Remote

- Led five cross-functional engineering teams (approximately 30 engineers) on a core B2B SaaS platform, improving on-time delivery from 30% to 95% while meeting reliability targets.
- Co-designed the organization-wide engineering operating model, improving average cycle time by 3x and reducing cross-team dependency delays.
- Scaled AI-assisted and agentic development practices from pilot teams to adoption across five teams, increasing pull request throughput by 40%.
- Served as senior architecture reviewer for high-impact initiatives, preventing high-risk design patterns before implementation and reducing long-term platform risk.
- Implemented DORA metrics and leadership review cadences, improving lead time for changes by 4x and increasing delivery visibility for executive planning.
- Partnered with product and executive leadership to sequence multi-quarter initiatives, improving roadmap predictability by 90% and strengthening portfolio-level delivery confidence.

Lead Software Engineer (Contract)   *10/2018 - 07/2021*
Comcast (via TEKsystems) | Philadelphia, PA

- Led engineering for four high-visibility initiatives across Comcast's digital sales and account management platforms, delivering releases within 95% of planned timeline targets.
- Served as a senior developer on Buy Online, Pick Up In-Store (BOPIS) implementation across five applications and services, reducing hardware-shipping overhead and replacing multi-day mail fulfillment or 2-3 hour in-store onboarding waits with faster pickup workflows.
- Contributed to re-architecture of high-traffic customer-facing systems serving millions of users, reducing critical page latency by 60% and production defects by 75%.
- Owned billing, consent, and call-center integration workflows tied to revenue and compliance, reducing compliance-related defects by 97% in audited workflows.

Founder, Managing Partner, and Technology Principal

10/2017 - 10/2018

5 Foot Gorilla, LLC | Philadelphia, PA / Remote

- Built and led a technology consulting firm delivering custom SaaS, web, and mobile solutions from discovery through production launch.
- Owned technical execution, solution architecture, sales scoping, and delivery governance across client engagements, aligning outcomes to business goals, budgets, and timelines.
- Advised clients on platform modernization and scalable architecture strategy, reducing delivery friction and improving long-term maintainability.

Principal Software Engineer / Development Manager (Contract)

02/2016 - 09/2017

Comcast (via FIS Global / Yoh) | Philadelphia, PA

- Led redesign and re-architecture of Xfinity My Account (approximately 11M monthly users), owning billing and payment journeys representing 80% of self-service traffic.
- Received the Creativity International Gold Award for Web Redesign as part of the Xfinity My Account redesign program.
- Partnered with product, design, and service architecture leaders to deliver 26 major releases in 19 months while keeping scope churn under 10% through disciplined backlog and release management.
- Delivered the program eight weeks ahead of schedule and 20% under budget, reducing average session duration by 40% and increasing successful bill payment rates by 80%.

Chief Product Officer

05/2015 - 02/2016

Cnverg | Philadelphia, PA

- Took a prototype-stage product to market in under six months by stabilizing the codebase and formalizing delivery practices, eliminating critical pre-launch defects in final release cycles.
- Led a mixed team of full-time engineers, contractors, and interns (6 total), delivering 85% of committed roadmap milestones on time while remaining hands-on in priority delivery areas.
- Drove targeted feature delivery, performance tuning, and platform hardening that supported 560% user growth while building net-new product capabilities from the ground up.

User Interface Architect / Tech Lead

11/2013 - 05/2015

EY Design Studio (formerly Intuitive Company) | Philadelphia, PA

- Served as technical lead on multidisciplinary teams delivering custom enterprise solutions across 3 concurrent client engagements.
- Partnered with principals and engagement leads on architecture, planning, and client strategy to improve delivery predictability and reduce rework across engagements.

Earlier Career

2003 – 2013

- Several years as an independent contractor delivering 25+ web and systems engineering projects across industries, with 90% repeat-client business across retained accounts and 95% on-time delivery.
- As UI Developer at cPanel, contributed to a major interface overhaul used by millions of end users, improving usability metrics (for example, task completion/time-to-complete) by 80%.
- As Director of IT at Exam Master Corporation, led infrastructure modernization and platform redevelopment as greenfield initiatives that established scalable foundations for future reliability and support operations.

TECHNICAL

Languages: JavaScript, SQL, Ruby, .NET, PHP, HTML, CSS
Frameworks: React, AngularJS, Node.js, Ruby on Rails
Cloud & Infrastructure: AWS, Heroku, DigitalOcean, Linux
CI/CD: Jenkins, CircleCI, Azure DevOps
Practices: Agile delivery, DevOps, DORA metrics, platform engineering