

# Alex Karp

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## Summary

Engineering leader with 5 years of management experience who is passionate about building and leading high-performing, diverse, well-rounded, and happy teams.

## Work Experience

**Software Engineering Manager, Twitter**, Boston, MA

March 2020 —

- Led a team of 12 engineers across iOS, Android, and Web enabling teams at Twitter to easily create rich, highly performant media experiences for users, such as Audio Spaces, YouTube integration, Fleets, Audio DMs, and automatic transcription.
- Brought a product-centric mindset to an infrastructure team, allowing us to prioritize and support our customers instead of isolating ourselves.
- Worked with product managers to create quarterly roadmaps, balancing requests from other teams with our own internal projects.
- Worked with other EMs and our People team to identify issues with the promotions process, how those issues had a disproportionate effect on non-stereotypical candidates, and brainstorm what could be done about them.
- Participated in efforts to recruit more diverse candidates via our early-career hiring and our Apprenticeship program.

**Senior App Engineering Manager, Wayfair**, Boston, MA

September 2019 — February 2020

**iOS Engineering Manager**

April 2018 — September 2019

**iOS Developer II**

September 2016 — April 2018

**iOS Developer I**

July 2015 — September 2016

- Led the app engineering efforts for some of Wayfair's most critical user flows, such as the cart, checkout process, loyalty programs, and financing.
- Grew my team from 2 to 14 engineers, managing a combination of ICs and managers spread across 3 teams. This was possible via a combination of growing tech leads and managers from within my team as well as hiring great engineers from outside the company.
- Led a redesign of the technical interviewing process that significantly increased valuable signal and candidate satisfaction while reducing bias. Along with my other interviewing work, this played a big role in helping us grow from 7 mobile engineers to over 150 in just 4 years.
- Worked toward integrating my teams with the greater engineering team to decrease redundant work, increase collaboration, and decrease the time gap between feature releases on web vs. iOS and Android.
- Interacted regularly with a group of 8-10 product managers to help prioritize their work against each other's and to set expectations.

**Software Development Engineer, Microsoft**, Bellevue, WA

June 2014 — July 2015

- Worked on diagnostics and monitoring systems (web and Windows development) for instances of Microsoft Dynamics AX running on Microsoft's Azure cloud platform.
- Took over ownership of the on-instance reporting service, adding two new rule types and over 30 new metric-gathering rules.
- Wrote Powershell scripts to automate the installation of diagnostics software on complex, multi-machine cloud instances, allowing 3rd party partners to offer monitoring and diagnostics as a service.

## Education

**B.S. Computer Science, Worcester Polytechnic Institute**, Worcester, MA

August 2010 — May 2014

## Work Authorization

US Citizen + Mexican National + EU Citizen