

Adam Merry

High-performance-oriented, empathetic EM with 10+ years of leadership and engineering experience.

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Skills

- **Management:** Agile, OKRs, Strategic Planning, Team Leadership, Recruiting, Growth, Mentorship, Performance Management
 - **Technical:** Ruby, Ruby on Rails, C#, Python, Javascript, AWS, Docker, Kafka, APIs, PostgreSQL
 - **Tools:** Git, Terraform, Ansible, Buildkite, Pagerduty, DataDog, Mode, Paypal/Braintree, Jira, Shortcut, Productboard
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Experience

Engineering Manager II, Root Inc.

Sep 2023 - Present (10 months)

- Lead a team of 9 SWE ICs focused on Policy Lifecycle and Payments, processing over \$1B annually.
- Own vendor relationship with Paypal/Braintree and perform code reviews on payments code.
- Increased team velocity by 120% and achieved the highest team satisfaction rating (90%).
- Eliminated Root's bad debt exposure, forecasted to generate \$16.4M in 5-year net profit.
- Promoted 2 ICs and successfully recruited top talent from PayPal, StitchFix, and Oracle.
- Designed and facilitated an onsite workshop for EMs to create clear org-wide engineering values

Engineering Manager, Dimagi

Dec 2022 - Sep 2023 (10 months)

- Led the SaaS platform team of 10 senior SWE ICs, focused on performance and availability.
 - 130+ countries, 1M+ users, 50k+ MAU
- Improved platform uptime from 99.9% to 99.99% despite reducing SRE headcount due to a RIF.
 - Leveraged AWS Auto Scaling, CloudWatch, and RDS Multi-AZ deployments
- Achieved a 5% month-over-month reduction in AWS costs, driving our monthly bill down from \$75,000 to \$50,000 during my tenure.
 - Achieved through auditing and right-sizing instances, purchasing EC2 RIs, and optimizing data storage with S3 Glacier.

Owner and Founder, Start Up

Feb 2021 - Dec 2022 (1 year 11 months)

- Scaled an online running coaching business, supporting hundreds of clients.

Engineering Manager, Monterey Bay Aquarium

Apr 2018 - Mar 2021 (3 years)

- Led a team of 5 SWE ICs, delivering multimedia interactive experiences for millions of visitors.

Senior Software Engineer, Monterey Bay Aquarium

Dec 2015 - Apr 2018 (2 years 5 months)

- Enhanced web apps with millions of annual users and led tech initiatives across departments.