Mario Olivio Flores

linkedin: https://linkedin.com/in/mario-olivio-flores/
web: continuously.improving.engineer
email: mflores3@gmail.com

Highlights

- 14+ years of management experience and 18+ years of software development experience
- Recruited, coached, and mentored teams from 0 to 17, including other leads
- Architected and scaled infrastructure from scratch and up to 40 million requests per day
- Led organizational product and engineering vision and strategy
- A believer in leadership as service and empowerment of others
- Humble, approachable, and continuously improving

Freelance

Jun 2020 – Present
Remote

`Architecture` `Strategy`
`Recruitment`
`Digital Transformation`
`Product` `Elixir` `PostgreSQL`
`AWS` `GCP`

Strategic Advisor and Programmer

Summary: Freelancing for various EU and US clients, I delivered strategic consulting and digital transformation projects for clients large and small, NGOs and commercial. Re-engaged with hands-on technical work.

Notable Projects:

- **Wunderwork.io:** When the CEO from my previous position founded his own HR tech firm, I co-developed a go-to-market strategy, candidate-talent matching strategy and single-handedly built out the MVP. We created a very thoughtful onboarding funnel that led to the acquisition of 100+ candidates a few weeks after launch, with a 70% completion rate.
- **The Outreach Team (TOT):** Provided strategic consulting services to help TOT facilitate a digital transformation to improve operations for their signature collection campaigns - operations that impact thousands of temp workers and millions of collected signatures. I outlined a tech roadmap, designed and executed learning field tests, and sourced vendors. I led vendors to deliver on-time and on-budget. Early results include 3x efficiency gains for a major cost-center.
- **Schmidt Futures:** As Eric Schmidt's philanthropic initiative looked to grow from a few hundred grants a year to several thousand, the organization needed tooling for grant management, tracking, and accountability. I evaluated, recommended, and helped persuade the board on a buy or build decision. After building support on the board, Schmidt Futures built up its internal team to pursue the initial product vision I developed - an innovative and flexible system to aggregate KPIs for grant initiatives with very diverse goals.

Hays - Paladine
Corporate Start-up

April 2022 – Sep 2022
Berlin

`Architecture` `Strategy`

Head of Engineering

Summary: Hired to lead local, remote, and offshore development teams as a part of a corporate start-up. The role encompassed all technology components, including strategy, resourcing, DevOps, security, and development. Ultimately, the company decided against launching the product. The entire leadership staff departed.

GG Care

Elixir Phoenix PostgreSQL
Docker AWS Alexa

Co-founder / CTO

Summary: As co-founder, I wore many hats, primarily leading tech and product development. I architected and wrote the MVP - prioritized delivering value in small iterations while ensuring clean, well-maintained code. Outside of product/tech, I allocated significant time to marketing, copywriting, and grant writing. In the end, we attracted significant professional interest but struggled with customer traction. I left to focus on family issues.

SuitePad

Ruby on Rails Elixir Node.js
Ember.js Java Kotlin
AMQP PostgreSQL ELK
Redis Memcached Docker
Puppet Ansible Terraform
K8s AWS

Head of Engineering

Summary: A hands-on role responsible for leading strategy, roadmapping, analysis and scoping, building a scalable architecture, code quality, process implementation, issue triaging, resource allocation in a lean environment. Recruited and mentored team leads and members.

- Drove a welcoming team culture of quality, continuous improvement, healthy communication, and engineering best practices. Grew from 4 to 12 FT/Freelance engineers on 3 teams from 10 countries.
- Shifted delivery focus from cutting-corners to sustainable engineering best practices for fast iteration
- Simplified application and architectural complexity - reducing defect and error rates
- Continuously improved infrastructure automation, monitoring, and reproducibility, eventually migrating to Terraform/K8s
- Scaled infrastructure from 4M requests/day to 40M, from 15k managed devices to >50k
- Led prototyping of a Set-top-box and other hospitality IoT products - identifying and mitigating scaling challenges and other technical risks prior to full product launch
- Empowered other teams with training and documentation to reduce issue escalation by 90%

MayDay Pac

Ruby on Rails Python
Django Jekyll PostgreSQL
Redis Memcached GCP
Chef

Director of Engineering and Digital

Summary: Led tech, product, UX, and design strategy, recruited contractors/staff/volunteers, including all lead developer responsibilities to facilitate user conversions, telephony services, donations, and analytics aggregation

- Massively reduced technical debt and simplified technical architecture: Transitioned fragmented tech services and multiple data stores into a single integrated services API
- Implemented analytics tooling to empower A/B testing and identified predictive metrics to increase conversation rates
- Continually improved internal deployment/review/QA processes through the course of a major branding relaunch
- Hands-on development of many API features in RoR backend and FE development with CSS/JS

Mobile Commons

Dec 2012 – May 2014
Brooklyn, NY

RoR Python Jekyll MySQL
Redis Memcached GCP
Chef

Senior Software Engineer

Summary: Implement and maintain front-end features, JSON/XML API services on existing Ruby on Rails App

- Hands-on development of many API features in RoR backend and FE development with CSS/JS
- Structurally refactored internal PostGIS geospatial lookup API - automating shapefile import from multiple sources for easy updates
- Built a demonstration SMS<>chat app with a RoR API and Ember.js frontend to empower 3rd party integrators
- Collaborated on UI/requirements/analytics to plan and prioritize` features

Rising Tide Interactive

Oct 2011 – Dec 2012
Washington, DC

RoR Python Jekyll
PostgreSQL Redis
Memcached GCP Chef

Tech Lead

Summary: Led internal tech/IT strategy and client web projects, including ad integrations, microsites, email programs, and conversion optimization

- Our efforts contributed to five Senate wins, including Sen. Tim Kaine, Sen. Bob Casey, and Sen. Kirsten Gillibrand
- Led and built an internal ad reporting and analytics platform with Facebook, Google, and internal API integrations - reducing reporting burdens and empowering ad buying team to execute faster

Big Window Labs

May 2011 – Oct 2011
Washington, DC

RoR JS PostgreSQL Redis
ElasticSearch Memcached
Heroku
AWS Mechanical Turk

Fullstack Engineer - Freelance

Summary: MVP Development for a campaign email logging system called Traceful - a service to create a demographically representative set of personas for the purposes of collecting and identifying trends in campaign email communications.

- Aggregated and analyzed municipal data sources to build a sample of fictitious email personas
- Build an integration to Amazon's mechanical turk to leverage remote workers to submit subscription forms to thousands of campaigns
- Used ElasticSearch to develop simplistic vocabulary and tone analysis dashboards to compare campaigns from Democratic vs Republican senders

Democratic National Committee

Sept 2010 – May 2011
Washington, DC

JS CSS HTML Ruby
Python PostgreSQL

Frontend Developer

Summary: Provided general front-end and responsive development and analytics support, drove SEO strategy. Initially hired on 6-week contract that was extended to 8 months.

- One of three devs to launch Barack Obama's first 2012 campaign site, assisted with API design
- Built DNC's first electoral mobile sites, implementing polling place lookups with geolocation capabilities
- Tested and optimized donation pages, increasing contributions by 73% and amount contributed by 7%, amongst other results

Orbital Voice

`JS` `CSS` `HTML`
`Ruby on Rails` `Python` `PHP`
`PostgreSQL` `MySQL`

Founder

Summary: As the project manager, information architect and developer, drove the creative process from pitching new business, defining business objectives, and developing messaging through execution, dev, and deployment.

- Grew my digital shop from zero to $350K in revenues, leading teams from 3 to 10 persons
- Managed and developed executions including online ads, blogs, web apps, newsletters, and collateral
- Notable projects: video sharing site, B2B art framing app, music video app, real estate app

Mullen

Oct 2002 – Dec 2005
Boston, MA

Account Executive

Summary: Managed vendors and internal teams to deliver integrated print, broadcast, and collateral executions on time and within budget. Developed, presented, and "sold" creative/strategic recommendations.

- Crafted estimates and shepherded client and vendor contracts worth over $30MM
- Pitched and Secured $1.2MM for client-sponsored television documentary production and distribution
- Led media team on $17.5MM print and cable ad buy, carefully supervising the media matrix

Assistant Account Executive

- Led PSA distribution from vendor selection to delivering $2.8 MM in donated media time
- Coordinated our $300K nationwide casting search to develop an integrated testimonial campaign

Babson College

May 2002
Boston, MA

Bachelor of Science in Business Administration