Mario Olivio Flores - CV

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Key Highlights

- ★ 14+ years of management experience and 18+ years of software development experience
- ★ Recruited, and mentored teams and leads from scratch, up to 17
- ★ Architected and scaled infrastructure from scratch and up to 40 million requests per day
- ★ Led organizational product and engineering vision, strategy, and budget
- ★ Leader driven by empowerment of others, continuous improvement, and deliberate cultural cultivation

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Freelance

Sep 2022 – Present
Remote - USA

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

Technical Solutions Architect / Fractional CTO

Delivered strategic consulting and spearheaded digital transformation initiatives for diverse EU and US clients, including NGOs and commercial entities. Included some 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 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):** TOT is a 300-person non-profit organization that provides strategic consulting services to Left-leaning organizations. Reporting to the CEO, I lead a digital transformation of 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

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 completing the product. The entire leadership staff departed.

GG Care
Nov 2020 – Jun 2021
Remote

Elixir Phoenix PostgreSQL

Docker AWS Alexa

Co-founder / CTO

GG Care was an IOT company providing remote monitoring and reminder services for seniors with dementia. I wore many hats, leading tech and product development. I architected and wrote the MVP and 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. We attracted significant interest and won awards for our product, but we struggled with customer traction. I left to focus on family issues.

SuitePad
Nov 2016 – Nov 2020
Berlin

Ruby on Rails Elixir Node.js

Ember.js Java Kotlin AMQP

PostgreSQL ELK Redis

Memcached Docker Puppet

Ansible Terraform AWS

Head of Engineering

SuitePad is a hospitality IOT company facilitating guest experiences through custom hardware - TVs, Tablets, and sensors. During a period of rapid growth, I was responsible for ensuring the effective use of technology in the pursuit of business outcomes - tech strategy, scalable architecture, code quality, process improvement, resource allocation, team building, and new product development.

- Cultivated a culture of excellence and continuous improvement, expanding the team from 4 to 14 FT/Freelance engineers on 3 teams from 10 countries.
- Collaborated across the organization to improve processes, tooling, and training, ultimately reducing issue escalation by 90%
- Continuously improved infrastructure automation, monitoring, and reproducibility, increasing reliability and reducing costs by 75%
- Scaled distributed system infrastructure for 10x growth - from 4M requests/day to 40M, from 12k 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 before product launch
- Recruited and coached three team leads who went on to become engineering managers

MayDay Pac
Jul 2014 – Apr 2016
Brooklyn, NY / REMOTE

Ruby on Rails Python Django

Jekyll PostgreSQL Redis

Memcached GCP Chef

Director of Engineering and Digital

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
- Recruited contractors and volunteers, leading a team of 3 contractors and 12 volunteers
- 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

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

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

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

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

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

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
- 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

Mario's Links

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