

**Daniel Gardner**  
**Associate Director of Engineering**

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## SKILLS

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**Management:** Team building and talent retention, hiring and recruitment strategies, performance management and coaching, strategic planning and road mapping, and cross functional collaboration

**Front End:** JavaScript, React, Redux, HTML, CSS, SASS, Ionic Components, Styled Components.

**Back End:** Node.js, Ruby, Rails, Serverless, GraphQL, Express, PostgreSQL, OAuth, and JWT.

**Monitoring and Alerting:** DataDog, OpsGenie, and Sentry

**Testing and Other:** Jest, RSpec, React Testing Library, NPM, Yarn, Stripe, Git, GitHub, and Atlassian Jira.

**AWS:** S3, Lambda, CloudWatch, Cloudfront, API Gateway, RDS, and Dynamo DB

**DevOps:** CircleCI, Github Actions, and Convex.

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## EXPERIENCE

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### ONEMAIN FINANCIAL / TRIM

**Remote**

*Trim was acquired by OneMain Financial in April, 2021*

#### *Associate Director of Engineering*

*July 2022—Present*

- Leading the engineering team for the Wellness (Trim) Lane, overseeing and managing a team of over 10 engineers at its peak to drive innovation and deliver impactful solutions. Built a strong engineering culture that resulted in high team morale and strong productivity.
- Recruited and onboarded 8 engineers, maintaining zero attrition for over three years.
- Navigated the team through a corporate RIF, preserving team morale and retaining all unaffected members.
- Maintained a remarkable record of zero natural attrition over three years. Successfully navigated the team through a challenging RIF (reductions in force), retaining all unaffected members and preserving team morale and productivity.
- Spearheading the integration of the Trim app into OneMain's digital ecosystem. Collaborating with cross functional teams to build integrations across different lanes.
- Introduced an open-source collaboration model, improving cross-team code sharing and development efficiency.
- Led technical and cybersecurity integration with OneMain, including laptop migrations, cyber tool deployment, and vulnerability management.
- Regularly helped engineers get unblocked and navigated them through corporate bureaucracy to accomplish their work.

#### *Tech Lead / Senior Software Engineer*

*March 2021—July 2022*

- Managed 6 engineers, including one manager overseeing 3 engineers, fostering a collaborative and high-performing culture.
- Partnered with product teams to scope, manage, and deliver projects, including SSO integration, subscription redesign, and major backend upgrades.
- Acted as a hands-on technical leader, reviewing PRs, contributing code, and guiding engineers through complex challenges.

#### *Software Engineer*

*June 2019—March 2021*

- Started primarily as a Frontend Engineer but over time learned Rails and moved into a full-stack role.
- Built Trim's new dashboard that highlights how much Trim has saved users.
- Built the Trim Transaction Brain that acts as Trim's CTA Engine for helping guide users toward savings opportunities.
- Led the integration and switch of payment providers from Braintree to Stripe which included designing our frontend, building out new backend logic and tables that were payment provider agnostic, and migrated all Braintree card data to Stripe data.
- Built Trim's onboarding funnel that allowed users to sign up for all of Trim's premium features.

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## REVERE INTELLIGENCE

**San Francisco, CA**

#### *Front End Engineer*

*March 2018—May 2019*

#### *Front End Developer (contract)*

*January 2018—February 2018*

- As the sole front end engineer I am in charge of all front end feature development and DevOps for the Revere products. Revere is built with React and Redux on the client side and AWS Serverless Lambdas middleware written in Node.
- Since July 2018, I have been building out our newest product, Go, which allows users to create customized alerts on their data warehouses. Built UI that displays and manages alerts, connects to databases, and allows users to create alerts using both SQL and a Visual Alert Builder. Built Serverless Lambda functions to act as middleware to filter out bad requests and talk to AWS DynamoDB and SES. Built a serverless microservice that talks to Stripe to set up customer accounts, add subscriptions, and manage subscriptions.
- Took over full front end development of Essential (sunset November 1, 2018), which uses OAuth to connect to various marketing platforms and runs prebuilt alerts based on triggers from those platforms. Built out UI to view alerts and view deeper information on specific connected service accounts, architected an administrative tool that allows system admins to create and edit alerts, and built UI for Daily Pulse feature.

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**REDSHIFT DIGITAL**

**San Francisco, CA**

**Front End Developer (contract)**

*October 2017 – December 2017*

- Took over as lead working with client, Noon Home (<https://noonhome.com>), to fix bugs and stylings, extend features, and create new React components on their website and custom Shopify webstore. Additionally, I built Noon's Holiday Promotion page to spec. Noon Home is built with React, Redux, Express, and multiple external APIs.
- Contributed to other ongoing projects including 2017 holiday card and participated in sprint planning and daily standups.

**HOMESLICE**

**San Francisco, CA**

**Full Stack Software Engineer**

*October 2017—November 2018*

- Retained to continue to build the MVP for HomeSlice (<https://home-slice.io>) working 10+ hours per week.
- Built complete end to end custom components, using React, Redux, and Apollo to connect to our Node back end. Set up the GraphQL server that sits on top of Express, including defining the schema and connecting the resolvers to our PostgreSQL database.

**Software Engineering Intern**

*June 2017—October 2017*

- Part-time 10+ hours a week position building out an MVP for an early stage home co-ownership startup.

**GALVANIZE**

**San Francisco, CA**

**Web Developer Resident**

*July 2017—September 2017*

- Selected by Galvanize instructors for the full-time paid Web Developer Resident (WDR) program. As a WDR, I assisted the instructors with planning, helping students debug their React/Redux and Express code, gave lectures and breakouts on React/React testing and Computer Science topics, tested out curriculum, and taught Learn To Code intro classes.

**EDUCATION**

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**GALVANIZE, SAN FRANCISCO, WEB DEVELOPMENT IMMERSIVE PROGRAM**

*June 2017*

**UNIVERSITY OF SAN FRANCISCO, MA**

*December 2013*

**THE GEORGE WASHINGTON UNIVERSITY, BBA**

*May 2010*