
Joshua Hicks

(740) 352-0614

joshblf@gmail.com

Columbus, OH

Leadership Blog: [Techleadership.blog](https://techleadership.blog)

Portfolio Site: joshhicks.dev

SKILLS

- Team Leadership & Team Building
- Client-facing communication
- Release Planning, Project Scope, Estimation, Technical Roadmaps
- Full-stack JavaScript Development (Angular, React, Next.js, Ionic, Express, Node)
- Cloud Computing Platforms (AWS / GCP)
- CSS Design Systems
- Accessibility Standards (WCAG / ADA)
- Web Analytics (Google Tag Manager / Google Analytics)

EXPERIENCE

Bounteous, Remote - *Engineering Manager*

08/2021 - PRESENT

- Won the People's Choice- Fuel The Team Award for cross-team collaboration.
- Managed the technical delivery of a massive Loyalty project for an industry-leading restaurant brand that allowed users to enroll in challenges in order to get rewards by partnering with third-party vendors and client stakeholders.
- Gained a reputation as a resilient leader capable of facilitating success on the toughest of client accounts.
- Successfully promoted multiple team members by setting and tracking relevant goals.
- Created proposals and estimates for highly competitive projects to support the business pipeline with top brands in the dining business.
- Led strategic initiatives to standardize Lead Developers across the organization and reduce project risk. Including the creation of a "Leads Meeting" to foster a culture of collaboration.
- Set a new bar for technical excellence by leading the optimization of performance scores across 14 projects.
- Hand-crafted new technical training materials to align with company strategy.
- Collaborated with other departments to ensure alignment across the organization.

Bounteous, Remote - *Lead Web Developer*

02/2021 - 07/2021

- Was the lead technical voice on a multi-million dollar e-commerce project in the QSR Dining industry.
- Implemented a new payment system on multiple e-commerce websites with PCI compliance standards.
- Planned and implemented several critical features to increase sales and improve performance.
- Worked closely with the Product Team to guide the project roadmap.
- Helped ensure timelines were met by mentoring and assisting other developers.
- Designed and built proof-of-concept features for other developers to follow.

Bread Financial - *Senior Engineer*

08/2019 - 02/2021

- Built and launched a payments module used by international client brands such as Victoria's Secret and Ikea, serving millions of users.
- Transformed a team of junior engineers and Java developers into high-level Angular developers.
- Planned and implemented technical features using NgRx and the Nx Monorepo pattern.

ECI Software Solutions - *Lead UI Engineer*

10/2018 - 08/2019

- Helped build a large-scale cloud-based ERP application for the manufacturing industry called M1 that helps small to medium companies run their business.
- Stepped up into a dual lead UI/UX role to help fill the gaps in the team.
- Spearheaded a large refactoring initiative to implement NGXS and the Facade pattern in a large-scale Angular application.
- Presented to stakeholders during product demos.

Satcom Direct - *Senior Software Engineer*

08/2017 - 10/2018

- Built a platform called SD Pro that helps flight departments manage their operations.
- Pioneered Lean UX and SAFe philosophies to increase delivery rate.
- Implemented several complex forms using advanced Angular Reactive Form patterns.

CWT Interactive - *Software Engineer*

11/2015 - 08/2017

- Led the development of hybrid applications with Ionic, NativeScript, and Angular across multiple different industries and clients.
- Mentored other engineers on JavaScript best practices.
- Created pixel-perfect websites based on design specifications for multiple clients in different industries.

Property Management Pros - *Lead UI Engineer*

02/2014 - 11/2015

-
- Acted as the lead UI developer while creating a greenfield AngularJS web application built to support homeowners and landlords.
 - Developed a front-end QA strategy to ensure cross-browser compatibility.
 - Partnered with the lead designer to implement pixel-perfect interfaces.

Freelance - *Software Engineer*

10/2013 - 02/2014

- Led the initiative to refactor multiple static websites to use modern responsive web standards and CSS3.
- Developed working prototypes on responsive websites to facilitate immediate stakeholder feedback.