

John Zanussi (he/him)

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SUMMARY

Senior Engineering Manager with 15+ years of experience leading the design, development, and deployment of B2C and B2B platforms. Hands-on Leader focused on building high-performing globally-distributed engineering teams to create and deliver innovative solutions that maximize functionality, stability, and scalability.

SKILLS

- **Engineering:** Front-end & UI/UX, Full stack Development, Product Roadmap, API Design & Implementation, RESTful Web Services, Microservices, Software Design & Coding, Testing & Code Coverage, CI/CD, DevOps, Software Quality, Code Reviews, Documentation & Reporting
- **Leadership:** Coaching & Mentorship, Engineering Culture, Strategic Planning & Execution, Technical Project Management, Process Improvement, Cross-functional Collaboration, Stakeholder Engagement, Interdepartmental Alignment, Staff Hiring & Management
- **Technology:** JavaScript, TypeScript, Python, Vue, React, Node.js, CSS, HTML, Git

RELEVANT EXPERIENCE

Senior Engineering Manager, LeafLink

February 2022 - May 2023

Engineering Manager, LeafLink

March 2021 - February 2022

- Define and execute the technical roadmap with a cross-functional team of engineers, product managers, and designers to build and deliver a B2B wholesale platform with thousands of users generating \$1B GMV.
- Led and mentored a team of 2 engineering managers and 10 software engineers while fostering a culture of collaboration and continuous learning with clear goals and milestones to drive individual and team success.
- Drove a migration from Vue 2 to 3 with zero downtime to improve the developer experience and solidify UX.
- Champion a data-driven approach by analyzing web analytics, customer surveys, user interviews, and internal financial data to build and deliver tools to streamline the buying and selling user experiences.
- Launched a structured Engineering Managers Guild to share experiences and formalize management practices, engineering career paths, team health checks, and interview techniques across 12 engineering managers.
- Provided steadfast leadership and retained all key engineers through company layoffs and organizational shifts.

Director of Engineering, Daily Harvest

February 2020 - March 2021

Software Engineering Team Lead, Daily Harvest

September 2018 - February 2020

- Developed and executed the engineering roadmap to improve the shopping experience, optimize the conversion funnel, and deliver account tools for a plant-based meal delivery platform with millions of customers.
- Hired, mentored, and leveled up a cross-functional team of 3 engineering managers and 20 engineers.
- Led feature prioritization, sprint planning, and customer feedback reviews in partnership with the product team.
- Defined and implemented code standards, review guidelines, and QA processes to increase engineering velocity.
- Improved the developer experience and reduced bugs by spearheading the migration from AngularJS to ReactJS.

Head of Engineering, GreenBlender

February 2017 - July 2018

- Defined and executed the technology roadmap for a subscription-based smoothie delivery platform.
- Built and scaled the entire order platform and user portal from the ground up with a team of 5 engineers.
- Slashed turnaround time to launch new products from days to minutes by developing internal tools, implementing test automation, refactoring core features, and eliminating bugs.

Software Engineering Team Lead, EXOS

February 2014 - February 2017

- Architected, developed, and deployed a platform providing holistic coaching, nutrition programs, and science-backed tools used by thousands of companies and their employees with a team of 5 engineers.
- Increased team productivity, product quality, and platform stability by writing automated and running E2E tests with 100% code coverage and building shared code libraries for AngularJS and CSS core components.
- Worked with backend developers to define and integrate API endpoints with microservices to launch a customer onboarding application to evaluate employee health status and match them to internal programs and coaches.

Director of Front-end Development, CollegeHumor

February 2011 - February 2014

Web Developer, CollegeHumor

May 2007 - February 2011

- Led the design, development, and deployment of new features with a team of 5 engineers for 4 websites, including CollegeHumor.com, Jest.com, SportsPickle.com, and Dorkly.com, with 10M+ daily views.
- Architected and implemented a custom, reusable video player, commenting system, and photo gallery to increase user engagement, improve average time on page, and drive advertising revenue.
- Decreased initial page load times by 50% and improved UX through refactoring and optimizing static assets.
- Built a responsive front-end framework from the ground up to boost reusability and maintainability.