

RICHARD NAVARRETE

Senior Engineering Manager

With extensive experience in technical leadership and team management at Google, I excel in optimizing code, guiding engineers, and aligning strategies. My expertise in large-scale system design, security, and product strategy ensures successful execution of complex, cross-functional projects.

KEY AREAS OF IMPACT

Technical Leadership: With strong technical leadership, I guide engineers through complex problem-solving, system design, and technical decision-making, ensuring innovative and effective solutions that align with our goals.

Team Alignment and Development: By setting clear expectations and providing regular feedback, I align team members with organizational goals, fostering continuous improvement, high performance, and career growth.

System Design and Code Quality: Through rigorous design reviews and code feedback, I uphold best practices in system development, enhancing code accuracy, testability, and efficiency.

EMPLOYMENT EXPERIENCE

ENGINEERING MANAGER

Google / Austin, TX / Jun 2022 – Mar 2024

Core Responsibilities:

- Fostered local talent growth, workspace, event, and robust alliances with partner teams by acting as Austin Site Lead for the organization.
- Guided the security and privacy controls team to capitalize on centralized IAM solutions for critical infrastructure systems that require robust S&P solutions achieving the Google Core Tech Impact Award.
- Promoted a culture of learning and development, empowering team members across multiple roles with focused support on Salesforce CRM teams.
- Harmonized efforts and roadmap commitments across PMO, operations, product, quality, development, and interconnected teams.

Key Achievements:

- Drove product development and strategic initiatives within AI/ML and LLMs by delivering leadership to a team of 25 software engineers.
- Fueled expansion and improved market presence by cultivating and nurturing strategic partnerships with pivotal industry leaders.
- Enabled successful introduction of cutting-edge products and features on AI-centric platform by pioneering innovation and collaboration.
- Facilitated development of Google's AI-first Case Management platform.
- Innovated 10 privacy and security controls that increased Google's utilization of third-party enterprise software.
- Secured Core Impact Award by shaping Google's privacy and security evaluation process for acquiring third-party enterprise software.
- Delivered effective mentorship to a team of new managers on a global scale by designing new Google manager training programs.

VP OF ENGINEERING

sticky.io / San Francisco, CA / May 2020 – Jun 2022

Core Responsibilities:

- Scaled market integration with BigCommerce, Shopify, and Salesforce Commerce Cloud through seamless delivery of multiple products.
- Elevated operational efficiency, customer experience, security, and innovation by executing strategic planning efforts.

CONTACT DETAILS

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CORE COMPETENCIES

- Software Development Leadership
- Product & System Innovation
- Release Cycle Management
- Team Building & Direction
- Cross-Functional Collaboration
- Process Improvements
- Technology Integration
- Strategic Planning & Execution
- Engineering Leadership

EDUCATION

General Management

The University of Texas at Austin

Bachelors

West Texas A&M University

TECHNICAL SKILLS

Languages:

Ruby, JavaScript (ES6+), Python, Java, Kotlin

Frontend:

Stimulus, Reflex, React, Angular, HTML5, CSS3, Bootstrap

Backend:

Rails, Node.js, Express, Django, ASP.Net Core

Database Systems:

PostgreSQL, MongoDB, MySQL, Cassandra, Hadoop, BigQuery, Redis

DevOps/CI/CD:

Docker, Jenkins, Kubernetes, Keptn, AWS (EC2, S3, RDS), GCP (Compute, PubSub)

Version Control:

Git, GitHub

API Design:

RESTful APIs, GraphQL

Testing Tools:

Jest, Mocha, Selenium

■ LEADERSHIP SKILLS

- Visionary Mindset
- Cross-functional Communication
- Interpersonal
- Business Decision-Making
- Cost Control & Reduction
- Relationship Building
- Problem Solving

■ EARLIER CAREER

GLOBAL DIRECTOR, frog design 2007 – 2016

■ EMPLOYMENT EXPERIENCE CONTINUED

Key Achievements:

- Played an integral role in meeting product goals by prioritizing efforts and planning roadmaps in partnership with customers.
- Attained rapid expansion of the engineering team from 15 members to over 90 members, while implementing robust layers of management.
- Achieved a 30% revenue growth by leading new product development and influencing architecture decisions.
- Recovered numerous challenging clients by prioritizing their needs through collaboration with sales and executive leadership teams.

CTO

TeleVet / Austin, TX / Nov 2019 – May 2020

Core Responsibilities:

- Rolled out API microservices on multi-zone Kubernetes clusters.
- Delivered installation of CI/CD with a multi-branch pipeline.
- Fostered long-term connections with key customers, partners, and vendors.
- Championed the technical vision, aligning it with company objectives.
- Established and enforced effective technology standards and practices.

Key Achievements:

- Drove a 20X growth in 2020 to ensure future expansion and mitigate risks.
- Pioneered the TeleVet technology roadmap from strategy to execution.

VP OF ENGINEERING

OwnLocal / Austin, TX / May 2018 – Aug 2019

Core Responsibilities:

- Enabled the development and execution of engineering initiatives.
- Offered direction and leadership to the engineering department, while aligning engineering efforts with company goals and objectives.
- Presented unique insights, recommendations, and guidance on technical and strategic efforts as a key member of the executive team.
- Established and maintained a remote engineering hub in Uruguay to bolster local engineering support.

Key Achievements:

- Attained ~15% revenue growth in a challenging industry landscape.
- Boosted sprint completion by five times within two months through restructuring of sprint procedures and metrics.
- Secured 1.5 years of hosting funds from Google to transition to GCP, with Google covering migration costs via effective negotiation.
- Generated a monthly reduction of \$50K in cloud expenses, while simultaneously enhancing service quality.
- Achieved 82M+ impressions month-over-month by introducing significant features and coordinating across teams.

HEAD OF ENGINEERING

YouScience / Nashville, TN / Apr 2017 – May 2018

Core Responsibilities:

- Provided strong leadership to the engineering team, aimed at fostering a culture of collaboration, innovation, and excellence.
- Devised and implemented engineering strategies and roadmaps in alignment with the overall business goals.

Key Achievements:

- Enhanced Austin, TX team presence via execution of strategic initiatives.
- Secured the State of Georgia deal by spearheading engineering advancements, refining algorithms, and coordinating hands-on proof of concept to integrate colleges and universities into tailored recommendations based on student location.