

Andrew Luly

P: (716) 901-3192

www.AndrewLuly.com

E: Andrew.Luly@gmail.com

Summary:

Results-oriented leader with a passion for developing and delivering customer-facing solutions. I started as a Software Engineer, and have transitioned to Software Development Manager. I specialize in leading the creation of complex user experiences so that solutions are usable by all while maintaining powerful functionality for advanced users. This is done through the use of modern technologies and libraries, including Native AWS and open-source tools. I've a proven ability to build and lead high-performing teams from inception. By focusing on being a servant leader for my team and partners, my team consistently deliver high-quality software while maintaining a balance between developing new and maintaining current software. I am a dedicated mentor, fostering enthusiasm and knowledge-sharing around building world class applications, and growing ones career. I possess a strategic mindset, capable of anticipating future challenges and ensuring scalable solutions for tomorrow's needs.

Work Experience:

Amazon

Software Development Manager 07/2021 - Present

- Hired to build and develop a team from inception to enhance and re-build existing applications. I leveraged both internal and external hiring to grow from 0 to 11 reports in 7 months. Team mandate is business sensitive, though it has visibility to the highest levels of the company. As a result I built successful relationships both internal and external to the team.
- Cultivated a team culture centered around asking questions, continuous learning, and effective delivery, emphasizing not only the implementation of new features but also operational enhancements and the reduction of technical debt. Led the team in successfully delivering modern applications utilizing cutting-edge cloud services, open-source frontend technology, and various other technologies.
- Advanced careers of engineers both through promotions as well as mentorship, highlighting growth areas and career growth exercises. This led to the successful promotion of several engineers and occasional transition to new job families.
- Collaborated with cross-functional stakeholders, including Engineering teams from various organizations, Product Managers, Designers, and Data Scientists. Maintained open channels of written and verbal communication, providing regular product updates to all levels of management on a day-to-day basis.
- I serve on the steering committee for Amazon's WebDevCon (WDC), the company's longest-standing internal conference. WDC hosts three annual conferences, with attendance ranging from 400 to 2,000. Additionally, I own the creation, planning, and execution of new events like "Mentorfest" and handle sentiment collection and analysis. Furthermore, I own the Front-End Engineering (FEE) job role, leading a working group responsible for crafting, updating, and publishing the FEE role guidelines.

Amazon

Senior Software Engineer

08/2013 - 07/2021

- Led the front-end development in Alexa Skill Kit for an application enabling users to effortlessly construct custom interaction models for Alexa Skills. This user-friendly application allowed for the creation of Voice User Interactions (VUIs) used across a variety of custom skills, ranging from 'cat facts' to 'jeopardy.' This application had a 98% adoption rate among users involved in custom Skill creation.
- Played a pivotal role as 1 of 4 core authors defining and articulating the Amazon job role for "Front-End Engineering" (FEE). A FEE is a Software Development Engineer who focuses on front-end technology (e.g. native apps and web). Launched in June 2018, I presented the role through talks to diverse audiences, including SVPs, Directors, Managers, Engineers, and Recruiters.
- Served as the lead Front-End Engineer for the rewrite of a 12-year-old web application, leveraging modern technologies such as React, Redux, and Bootstrap v4. Successfully gathered requirements, formulated an execution plan, and ensured a seamless transition while maintaining functionality on the existing site. Collaborated closely with customers to minimize disruptions and ensure optimal productivity on the new site.
- Developed internal tools empowering site merchandisers to efficiently advertise products on Amazon.com. This tool facilitated the creation of custom campaigns and the generation of metadata, which in conjunction with a custom rendering application, ensured compatibility across various devices (native apps, mobile, desktop). This functionality resulted in a time-saving of ~10 hours per week (50%) for the team of 6 users. Later this was expanded to other organizations
- Mentored 15+ engineers in personalized 1:1 sessions helping career growth, how to onboard to Amazon, and more. Additionally, I've organized and led a multi-organizational "Group" mentorship meeting involving 10+ Engineers.
- Actively presented at internal conferences, covering diverse topics such as "How to Test React", "Hiring Front-End Engineers", and "Mentorship in an hour".

Technology used: Vanilla JS, ReactJS, Redux, HTML 5, CSS 3, Ruby, Rails

Mindspark Interactive**Software Development Manager 06/2011 - 08/2013**

- Managed a team of multidisciplinary engineers to maintain and develop the online game Zwinky.
- Responsible for delivering multiple large scale projects, including the implementation of 3rd party advertisers to run campaigns in-world.
- Maintained a roadmap to deliver not only features and new products, but to also raise our operational bar, specifically around in world latency.
- Collaborated with System Administrators, Product managers, and Designers to develop, scale, and deliver new features for customers

Mindspark Interactive**Senior Software Engineer****06/2008 - 06/2011**

- Served as Senior Engineer on Utilities team where I developed, and managed, "micro applications". These applications are bundled with browser specific toolbars which are downloaded and used by hundreds of thousands of users. I often was the full stack engineer on this projects.
- Oversaw the full re-write of Zwinky (www.zwinky.com) as Senior Engineer. Designed and shipped projects such as realtime user movement within world, personalized wardrobe application, and "safe chatting" (COPPA compliant). The objective of the re-write were to create a base framework for new in-world applications development, improved functionality, and improved performance. This was accomplished by increasing our in app runtime performance by roughly 45%, launching multiple applications in parallel and plugging in to the world within months of release, and addressing customer usability complaints.
- Wrote a custom image and movie creating application in ActionScript 3 using the Flex 3 framework. This application allowed customers to uploaded images to be embedded on an animated e-card / movie / static image. Application was fully keyboard accessible.
- Worked as a developer on Smiley Central Studio (www.smileycentralstudio.com). Designed and shipped an application which allowed users to design and create their own "Smileys" with various assets and a series of art tools. In addition, I built a gallery for users to post their "Smileys", and an Art Studio where users could create calendars, backgrounds, invitations, diary pages, and more.

Technologies used: Flex 3/4/4.5, ActionScript3, JavaScript, jQuery, AJAX, JSON, HTML 4/5, CSS 2/3, JSP, SmartFox, Java, Spring 3.0, Linux, PHP

Rochester Institute of Technology**Adjunct Lecturer****Spring 2013**

Worked as an Adjunct Lecturer for the school of Interactive Game Media. While teaching "Intro to Web Fundamentals", I taught a diverse population of first and second year students. I created the curriculum including topics that I felt were crucial for future Front-End Engineers. Such topics included: HTML 4/5, CSS 2/3, JavaScript, jQuery, PHP, basic server commands, basic design principles, and basic information architecture. Aside from weekly on campus lectures, responsibilities include developing lesson plans, creating projects / exams, and one-on-one tutoring

Technologies used: HTML 4/5, CSS 2/3, JavaScript, jQuery, AJAX, PHP, basic Linux

Rochester Institute of Technology**Teaching Assistant /Tutor****09/2006 - 05/2008**

Responsible for assisting students in understanding ActionScript 3. Responsibilities included tutoring students, debugging / troubleshooting student's code, assisting professors teaching, proctoring exams, and creating examples to exemplify various programming concepts.

Technologies used: AS3, Flash CS3 IDE, XML.

Hauptman Woodward Medical Institute**PHP Programming Intern****04/2006 - 08/2006****PHP & Javascript Dev****05/2007 - 09/2007**

I was responsible for the development and implementation of a full stack system to record various biomedical research experiments. I worked closely with a team of two additional programmers and ten scientists to ensure that data was properly obtained and represented.

Technologies used: PHP 4/5, JavaScript, jQuery, AJAX, JSON, HTML, MySQL

Education:

Master of Science in Information Technology
Rochester Institute of Technology
Rochester, NY, May 2008.

Bachelors of Science in Computer Information Systems
State University of New York
Buffalo, NY, May 2006