

Paul Keen

Technical consultant with **15+ years** of experience in full-stack software development. Architect solutions that are easy to support and scale, achieving it by continuous improvement of technical approaches and management practices. **Top 100 Ruby on Rails contributor** and open source supporter.

Faria Education Group | fariaedu.co

Principal Software Engineer (3+ years, 09.2014 - 06.2017)

Worked on Open Apply SAAS - solution for business schools. Managed full-cycle of product development and design architecture improvements. Improved collaboration with related departments to organize effective product updates. Was responsible for growing R&D office in Ukraine. The technology stack is based on Ruby on Rails and JavaScript.

- Built long term refactoring strategy to simplify the code base, it **increased team effectiveness by 20% in 3 months**.
- Removed high-performance computing operations for application and tests, which reduced running the whole test suite time from 1 hour to 15 min. As a result, the team was willing to add more tests to prevent regressions and the **cost of adding a new feature was decreased by \$33k/month**.
- By integration, Lean principles and automatized tests prevented the accretion of new regression bugs. List of known **bugs was reduced from 500 to 10 within 3 months** instead of growing each month, as it was before.
- With reasonable trade-offs, helped the team to **deliver a full redesign of the legacy functionality in 2 weeks instead of an estimated 3 months**.
- By integrating code and management practices **scaled team of the developers from 5 to 20 in 6 months** without any velocity decrease.

Agent Inbox | agentinbox.com

Chief Technology Officer (4+ years, 01.2014 - 06.2018)

Agent Inbox, the US startup, launched market-wide messaging systems which facilitate communication between all real estate agents and transaction participants. The technology stack is based on Ruby on Rails and React.js

Designed technical architecture, mentored team and resolved problems of product users.

- Reviewed problems that barred the team from product delivery, reworked the previous solution simplifying the code and optimized the development process by Lean principles. **Within 2 months, delivered the first MVP** which gave founders the ability to attract the investors and customers and increase investments to scale the development.
- **Reduced risks of adding new bugs** by development optimization: introduced code review, integrated automatized tests, and eliminated unnecessary routines which significantly reduced the cost of new developers onboarding process. **Scaled team to 6 developers in one year**.
- Implementation of high standards for code solutions got companies willing to acquire the product.

JetThoughts | jetthoughts.com

Co-founder, Chief Technology Officer (11+ years, 09.2008 -)

JetThoughts provides software delivery and consulting services to small/medium businesses.

Provide technical consultations to the clients; build a successful strategy; effectively structure teams and processes; build a client-oriented culture.

- Delivered scalable web and mobile applications using Ruby on Rails and modern JavaScript frameworks
- Made a successful business with a self-organized remote team of **30 consultants without managers**
- Developed a framework for simple collaboration to prevent wastes in product development. Clients distinguish communication approaches as a key factor for mutual collaboration.
- Designed code practices to help the team deliver a stable product. It improved team effectiveness and guarantees the quality and scalability of provided solutions.
- Integrated transparency, flexibility, and remote work culture to improve work satisfaction and reduce turnover. Our employees are with us for more than 4 years.
- Built strong partnership with clients like **Moscow Institute of Physics and Technology** (Top 3 Universities of Russian Federation), **DefMethod**, **Knight Foundation**, and others.

BigBinary | bigbinary.com

Ruby on Rails Consultant (2+ years, 03.2012 - 07.2014)

Anadea | anadea.info

Java and Ruby on Rails Software Engineer (2+ years, 07.2006 - 08.2008)

Skills & Tools

- Web & Mobile Solutions: **Ruby on Rails** (Expert), **React.js** (Professional), **Vue.js** (Professional), **React Native** (Professional), **Node.js** (Professional)
- Agile and Lean Methodologies: Management 3.0, Modern Agile, **Lean Startup**, Kanban
- Operational Strategy, Business Consulting & Development

More

- Publishing posts to help business owners build remote team collaboration and technical solutions to deliver better code (itway.co)
- Regularly contribute to open source projects. **Top 100 Ruby on Rails contributor**.
- Running own pet projects experimenting with different technologies and management practices. A last project is a tool for massive validating of broken affiliate links <https://broolik.tk/>.

Education

2002 - 2007 — Master's degree in Applied Mathematics, Donetsk National University