# MARK RABEY

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#### **FNGINFFRING MANAGER**

#### **SUMMARY**

Software Engineering Manager with a proven record of leading cross-functional teams, driving process improvements, and delivering scalable solutions. Passionate about mentoring developers and building collaborative, high-performing teams that exceed business goals.

## **SKILLS**

### Leadership & Management

Communication, problem-solving, decision-making, strategic thinking, team building, conflict resolution, time management, adaptability, coaching, mentoring.

#### **Technical**

TypeScript/JavaScript including Node.js, React, Angular, NextJS, and others, HTML, CSS (including Sass, LESS, etc.), Mobile with React Native, PHP, SQL (MySQL & Microsoft SQL Server), Git, accessibility, UX design.

#### **PROFESSIONAL EXPERIENCE**

# **Siteimprove**

Engineering Manager July 2025 - Present

- Lead a team of 8 engineers across multiple product verticals.
- Establish engineering best practices and mentoring programs.
- Drive technical strategy and architecture decisions for company-wide initiatives.
- Improve team productivity by 35% through process optimization and tooling.

## Simpplr

Engineering Manager June 2023 - December 2024

- Led a distributed team of front-end and full-stack engineers delivering features across multiple product lines in an Agile environment.
- Partnered with product and design leadership to define priorities and balance velocity with technical excellence.
- Introduced modern CI/CD and testing standards, improving release confidence and reducing post-release issues by 30%.
- Championed a mentorship-driven culture established code review practices, onboarding frameworks, and career growth plans for engineers.
- Collaborated with backend and DevOps teams to streamline developer workflows, cutting average cycle time per feature by 25%.
- Represented engineering in quarterly roadmap planning, translating business goals into clear, actionable technical milestones.

#### **Bounteous Inc.**

Lead Architect and Acting Engineering Manager

July 2022 - June 2023

- Recruited, onboarded, and developed engineering talent, creating a high-performing and collaborative team.
- Provided individualized coaching to foster career growth and professional development across the team.
- Championed a positive team culture, promoting open communication and collaboration.
- Managed team performance by delivering constructive feedback and encouraging continuous improvement.
- Partnered with stakeholders to ensure engineering objectives aligned with broader business goals.
- Standardized company-wide best practices to enhance development workflows, improving efficiency by 25%.
- Designed and implemented internal training programs for React and React Native, boosting skill proficiency across teams.

Lead Developer June 2021 - June 2022

- Developed and delivered scalable web and mobile applications using modern JavaScript frameworks including React and React Native.
- Improved code quality by implementing rigorous testing and review processes.

#### **Georgian College**

Faculty, Computer Studies

September 2019 - August 2021

- Delivered engaging lectures and hands-on workshops on mobile development, REST APIs, and GraphQL using React Native and Node.js.
- Designed and updated course content to equip students with practical, industry-ready technical skills.
- Mentored students to help them transition successfully into tech roles, focusing on problem-solving and real-world applications.

## **Misson CRM**

Lead Frontend Developer

May 2020 - May 2021

- Partnered with stakeholders to gather requirements and deliver tailored solutions for nonprofit organizations.
- Built applications using React, TypeScript, and C#, integrated with Dynamics 365 to meet client-specific needs.
- Introduced Agile methodologies, improving team collaboration and reducing sprint cycle times by 50%.
- Ensured efficient team workflows, increasing overall project delivery rates by 30%.

## **Collaborative Haus**

Development Manager September 2017 - April 2020

- Supervised a team of 6 developers, ensuring project success across diverse client portfolios.
- Partnered with global agencies to develop and launch websites and applications for renowned brands.
- · Built custom solutions using frameworks like React, Node.js, Angular, and Ionic to address unique client needs.
- Focused on delivering intuitive, high-quality digital experiences that exceeded client expectations.

#### **Opentrace**

Co-Founder and Lead Developer

December 2015 - September 2017

- Designed and delivered custom software and websites, tailored to meet diverse client requirements.
- Conducted personalized strategy sessions with clients, driving a 20% increase in project efficiency.
- Managed day-to-day operations, ensuring all projects were delivered on time and within budget.
- Cultivated long-term client relationships by providing exceptional service and results.

## Renegade Digital Media

Lead Developer June 2015 - August 2016

- Enhanced team workflows by integrating tools like Git and Grunt, reducing development times by 30%.
- Researched and implemented cutting-edge technologies, including React.js and Node.js, to keep projects innovative.
- · Led mentoring sessions and pair-programming initiatives, boosting team skill levels and code quality.
- · Promoted a culture of learning and development that fostered team-wide growth and adaptability.

Senior Web Developer January 2010 - May 2015

## **LabX Media Group**

Senior Web Application Developer

January 2013 - December 2014

- Developed and maintained dynamic, scalable websites leveraging MVC principles and ORM tools.
- Streamlined deployment processes by implementing build tools, reducing deployment time by 40%.
- Collaborated in an Agile environment to deliver user-focused web applications and iOS solutions.

Web Application Developer

June 2012 - December 2012

• Designed and built web applications, integrating user and admin tools using JavaScript and ColdFusion.

Junior Web Application Developer

November 2011 - May 2012

Assisted in the development of web applications, gaining foundational experience with modern technologies.

## Freelance/Contractor

Web/Mobile Developer and Consultant

January 2001 - Present

- Partnered with clients to design and deliver responsive websites and mobile applications using modern tools like React, Next.js, and React Native.
- Built intuitive user experiences with a focus on accessibility and performance optimization.
- Developed custom solutions for small businesses, improving operational efficiency by 20-30%.
- · Provided ongoing support, including feature enhancements and bug fixes, ensuring long-term client satisfaction.
- · Experimented with emerging technologies through personal projects, continuously expanding technical expertise.

#### **EDUCATION**

## **Georgian College**

Computer Programmer/Analyst