BETHANYE M^CKINNEY BLOUNT

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Senior-level Management: Technology
Start-ups & High-Growth • Software Development • Systems Integration

20+ years of experience and dedication developing and improving technology and processes. Maintains the passion, energy, and savvy to create products, services, and processes within new, high-growth, or complex organizations. Highly skilled at managing projects through entire life cycle, from design to completion, including customer specification and hardware requirements. Flexible work style according to project, team, and company dynamics. Inspires high-functioning teams with demanding organizational leadership. Passionate about emerging technology, seeks to constantly innovate.

Business Strategy • Product Management • Technology Development, Integration, Deployment • Disaster Recovery
Scalable Infrastructure • Payment Systems Integration • Innovation • User Interface • Security & Privacy
PCI Compliance • Recruiting • Staff Development, Training, and Management • Team Building • Negotiation

PROFESSIONAL EXPERIENCE

COMPAAS, https://compa.as, San Francisco, CA (1/2016-11/2023)
Compaas was a B2B SaaS platform helping companies make great compensation and rewards decisions for their employees. Compaas was acquired by a publicly traded HCM provider in November 2023.

Co-founder & CEO
As co-founder, I tackled pretty much everything possible to help make the company a success. These included but are not limited to:

- **Fundraising:** Compaas raised over USD $7MM in investment capital.
- **Product strategy and product management:** From initial conception throughout the life of the platform, I held the primary product vision while collaborating with an exceptional team. This was informed by hundreds of discussions with HR and Total Rewards pros.
- **Product development:** Though I was not the primary product developer, I collaborated on all major architectural decisions with my co-founder. I also fixed bugs from time to time, but this was not my main focus.
- **Technical operations and IT:** Go-to person for all things IT and technical operations. This ranged from managing HubSpot to setting up Jamf for managing our employee laptops. The one time our site went down, it's because I made an error managing DNS in Cloudflare.
- **Marketing and website design:** Designed our initial logo/colors and was the primary webdev for our marketing website. Created lots of helpful blog content.
- **Finance and business operations:** Worked closely with our fractional CTO and for all things financial. Reported regularly to the board. Ensured we remained legally compliant in a changing environment (including GDPR).
- **Sales and sales operations:** Primary salesperson for Compaas. From leadgen to demo, from close to contracts, I was on-deck. I implemented numerous automations in HubSpot and PandaDoc to reduce the manual labor required to complete a deal.
- **Recruiting and people management:** Grew Compaas to a team of up to 15 people. We worked with full-time, part-time, and contract labor at various times in the life of the company. Went through layoffs twice before we sold the company.

PROJECT INCLUDE, https://projectinclude.org, San Francisco, CA (12/2015-present)
Non-profit organization giving early-stage companies the tools to build diverse and inclusive organizations.

Founding Advisor, Board Member
Project Include is an open community working toward providing meaningful diversity and inclusion solutions for tech companies. Our initial online handbook launch (and my favorite Onion article of all time) were released in May 2016. I continue to serve as an active board member.

REDDIT, http://reddit.com, San Francisco, CA (7/2015-8/2015)
The heart of the internet, where millions gather for conversation and community.

Vice President, Engineering
During my brief tenure at Reddit, I collaborated closely with the CEO to develop a plan for migration of the monolithic platform to a more scalable and supportable architecture. Significantly improved recruiting processes, making them more reliable and consistent. Met with board members to socialize plans to transition to a more stable architectural approach

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for systems development. Collaborated with HR to create improvement plans for a few low-performing engineers. Developed strategy for increasing recruiting pipeline throughput. Weathered the great admin revolt. After a sudden change in top leadership, I chose not to stay on.

FACEBOOK, https://facebook.com, Menlo Park, CA (12/2011-5/2015)
The world's largest social network, connecting billions of people.

Senior Manager, Production Engineering – (1/2013-5/2015)
Led several Production Engineering teams, building and supporting many the most complex infrastructure systems at Facebook. Initiated and built the foundation of the first production disaster recovery program. Managed site-wide transition to chef from cfengine. Active in recruiting, with emphasis on technical leadership and diversity outreach. Leader/facilitator of Facebook Leadership in Practice (FLiP), a recurring program developing leadership talent throughout the engineering org.

Strategy & Execution
- Collaborated on multiple company-wide mission-critical engineering programs.
- Created, staffed, and led Mobile Development Production Engineering team. This team developed and implemented a rigorous on-hardware custom mobile testing lab for Facebook and associated property automated testing.
- Created, staffed, and led M&A Production Engineering team. This team worked with M&A pre-acquisition to ensure a smooth onboarding for prospective acquisitions. Each engagement was different, from planning data migrations to site integrity support to orderly shutdown of associated systems.
- Participated in recurring SEV reviews and led follow-up on specific mitigation and reporting where appropriate.

Leadership & Recruiting
- Mentor for 12 employees within different areas of Infrastructure.
- Joined FLiP leadership team and increased the program effectiveness by adjusting content and increasing event cadence.
- Participated in recruiting committee. Crafted offers and negotiated compensation packages for all Production Engineering new hires.

Technical Program Manager, Capacity Engineering – (12/2011-12/2012)
Drove multiple engineering-wide, mission-critical projects within Infrastructure. These included decommissioning the primary data center region with critical-yet-unknown platform dependencies and turning up new data center regions.

MAILRANK, http://mailrank.com, San Francisco, CA (9/2010-11/2011)
Co-Founder, CEO *Start-up solving email overload. We use machine learning to discover the most important messages in your inbox, so you can focus on the email that matters. Acquired by Facebook (12/2011).*

EMI MUSIC, https://emi.com, San Francisco, CA (4/2009-7/2010)
Privately-held, international major music label.

Vice President, Software Engineering
Led a team of 8 software engineers of various experience levels, ranging from junior to senior architect, to solve challenges facing the music industry. Projects included advanced, secure sharing for pre-release music and internal workflow process tracking for digital music delivery. Team used agile development practices within a traditionally "waterfall" company culture. Evangelist within company, encouraging the addition of innovative and iterative development practices throughout the technology organization.

LINDEN LAB, https://lindenlab.com, San Francisco, CA (2006-2009)
Privately-held company leading the 3D virtual world market, creators of 'Second Life' – 1.5M active users.

Engineering Director, Customer Applications – 11/2007-3/2009
Leader in charge of all customer-facing software engineering projects and staff. Directed six managers of various experience levels with a staff of 40 including web development, C/C++ development, customer webservices, SL open source client, and User Experience. Worked closely with executives, peers, product management, and support to develop product strategy. Provided continuity and leadership throughout a series of company transitions.

Execution
- Led the crisis response team for over six significant website security issues, from vulnerability identification to post-mortem analysis.
- Directed a multi-functional team for a large-scale initiative to upgrade code from PHP4 to PHP5 on website, modernizing infrastructure to improve security and facilitate maintenance.

Management
- Hired and oversaw training of seven people to join web development group, growing group from one person to eight people in four-month period to improve website support, quality of maintenance, and development velocity.
- Acted as conduit for staff involved in a special project to create an updated 'virtual land' store – helped prioritize tasks, provided advice on technical aspects, secured resources, and facilitated communication between executives and project team.
- On-boarded VP of Engineering on an expedited timeline for the customer-facing software engineering group.

Studio Director – 8/2006-11/2007
Led all web development and technical operations projects including IT support, the data center, and hardware deployment for growing server farms.

Key Accomplishments
- Acted as project lead to implement a PCI compliant payment system integration solution in response to a high-profile security incident that triggered an audit by MasterCard. Coordinated with executives, legal, finance, third-party vendors, and internal engineering to execute project, which ultimately reduced charge backs from over 10% to less than 1% of total transactions.
- Spearheaded the adoption of career development and management by working with HR to develop management training programs, and effectively modeling gold-standard manager behavior with a group of 'unbridled' independent contributors.

Program Manager, Technical Operations – 3/2006-8/2006
Facilitated all technical operations projects, including hardware procurement and liquidation, software upgrades and migration plans, and selection of new co-location facilities. Translated the requirements of the non-engineering constituents to TechOps, and the constraints of implementation back to the same non-engineering constituents. This communication flow was essential in preventing project stagnation and ensuring systems infrastructure support.

XINET, INC., https://xinet.com, Berkeley, CA (2002-2006)

Privately-held provider of Digital Asset Management & print software (FullPress, WebNative, and WebNative Venture.)

Product Design & Integration Specialist
Recruited by CEO from previous company to provide industry expertise and develop new product designs. Developed all functional requirements when Xinet contracted to provide custom design and features, and ensured Xinet met customer's requirements in accordance with contract. Interviewed and vetted prospective developers who wished to participate in Xinet's Developer Partner Program, while providing first-line support for enrolled developer partners.

Key Accomplishments
- Successfully led a year-long project creating and installing a custom version of WebNative Venture for Ogilvy Worldwide, interacting directly with OgilvyWW's VP and their technology group.
- Managed third-party vendors on three outsourced development projects to ensure quality and timely delivery.
- Prototyped two new products, and managed continuous product improvement for company portfolio by designing and developing functional requirements for engineer reference on complex features and working with marketing and key customers to shape the product.

VERTIS, INC., https://vertisinc.com, Irving, TX (1995-2002)

Premier provider of print advertising and direct marketing solutions, $1.9B in annual revenues.

Senior Systems Administrator/Technical Lead
- Wrote the company's first high-availability file sharing and print system product for major customer, AMI.

TECHNICAL CAPABILITIES
Operating Systems: MacOS and Mac OSX; RedHat, Debian, and SGI Linux; SGI IRIX; Sun Solaris and SunOS
Languages: csh / tcsh; ksh / zsh / bash; sed and awk; PHP; python
Software Expertise: Adobe Photoshop, Illustrator, InDesign; QuarkXPress; Microsoft Office; cvs; svn; OmniGroup products; MySQL/Postgres (light administration),
Training: TCP/IP Network Administration (1997); SGI Origin/Onyx2 Maintenance (1999); IRIS FailSafe 2.0 Administration (2000); Introduction to C Programming (2004); Systems Analysis and Design (2006)