

# BETHANYE MCKINNEY BLOUNT

Alameda, CA 94502 • (510) 747-8805

[bethanye@geekery.org](mailto:bethanye@geekery.org) • [www.linkedin.com/in/bethanye](http://www.linkedin.com/in/bethanye)

## Senior-level Management: Technology

**Start-ups & High-Growth • Software Development • Systems Integration**

15+ 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.

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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

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### PROFESSIONAL EXPERIENCE

**FACEBOOK**, <http://facebook.com>, Menlo Park, CA (12/2011-Present)

The world's largest social network, connecting over a billion people.

#### **Manager, Production Engineering**

Leads 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.

**MAILRANK**, <http://mailrank.com>, San Francisco, CA (9/2010-11/2011)

**Co-Founder** *Start-up solving email overload. We discover the most important messages in your inbox, so you can focus on the email that matters. Acquired by Facebook (12/2011).*

**EMI MUSIC**, <http://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 the challenges facing the music industry today. 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**, <http://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.

#### **Strategy**

- One of four senior leaders to develop and propose a re-organization of the engineering division, taking the organization from a loosely organized start-up model to a customer-centered, execution-focused operating model.
- Created the organizational structure of the customer application group by conducting a gap analysis to understand what the structure was not currently supporting, and creating new groups to manage newly identified areas including support for open source, maintenance of the product, and integration of the user experience group.

#### **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.

*Continued...*

## 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. Continuously balanced immediate priorities (such as scalability and security) against customer feature desires and resource constraints to create the optimal output for customer satisfaction and grid uptime/availability.

## 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., <http://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., <http://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

**Scripting Languages:** csh / tcsh; ksh / zsh / bash; sed and awk; PHP

**Software Expertise:** Adobe Photoshop, Illustrator, InDesign; QuarkXPress; Microsoft Office; SecondLife; cvs; svn; OmniGroup products; MySQL (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)