

Tony Tam



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Objective

Engineering management or leadership roles with direct decision making and ownership. I seek positions to tackle the hardest problems in your organization and make wide impact for people and organizations. The hardest and most meaningful problems involve improvement in the process as well as technical solutions, I am drawn to positions where I can have impact in both areas.

Key Accomplishments

Developer Productivity and DevOps: Hands on coder to build continuous delivery pipelines in Node.js and perl. Prototype secure solution to use SauceLabs for automated browser testing for the entire Yahoo engineering. Grow community of engineers by writing documentation, helping engineers 1 on 1, writing tools, conducting training, providing mentorship and acting as an agent of change to iteratively improve productivity.

Evangelist: Responsible for driving continuous delivery for Yahoo Homepage and Verticals organization of 900 engineers including designing code delivery pipelines with teams, technical leadership of 2 PMOs, meeting with leaders and engineers, working with chief architect of the company to negotiate, influencing key technical leaders to own and write up solutions, hands on contribution to help teams get unblocked. Lead company efforts to start coding standards for Java, C++, JavaScript

Hands on coder and technical lead: Primary software engineer, technical lead, architect for the #1 News site on the web from 1999 - 2009. Write code, write documentation, deploy software, train engineers, build teams, and lead teams to withstand unprecedented news events in the world for 10 years. Unprecedented traffic events including Sept 11th, Katrina, 2008 US Elections, Michael Jackson death. Using my technical skills and leadership, Yahoo News is the #1 news site consistently beating CNN, MSNBC year over year. Technical lead of a team of 1 in 1999 to a team of 26 engineers in 2008.

Architect: Lead a small group of senior engineers to design and build the Yahoo Publishing Platform to consolidate 40+ content systems. The system allows for non-engineers to build and launch Yahoo sites faster than any Yahoo systems before. Yahoo News and 350+ sites in Yahoo migrated to this platform, reducing 10 years of tech debt.

Solution Architect : Created the role of the Solution Architect and lead the team of 6 senior engineers to evangelize and get in the trenches with 60 teams of engineers and product teams to adopt Yahoo Publishing Platform.

Mentorship: Mentored more than 15 engineers across different departments to work on career and organization growth. Many of them seek me out directly.

Experience

Senior Principle Architect, Developer Platform Services Sept 2015 – Present

- Build a secure solution to solve automated browser testing at Yahoo using SauceLabs. Prototype a hosted service that allows all developers to be able to use SauceLabs in their Jenkins browser tests. This includes hands on coding in Python & Ruby. Built 2 continuous delivery pipelines, troubleshooting, Built a vibrant developer community around automated testing. This has directly impacted and improved the lives of at least 30 teams inside of Yahoo to make their browser testing faster and more reliable in our CD pipeline. As the product owner, I also manage the backlog, handle oncall pager duty, negotiate with the outside vendor.

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Senior Principle Architect, Production Engineering

July 2014 – Sept 2015

- Responsible for driving continuous delivery for Homepage and Verticals of 900 engineers including designing pipelines with teams, technical leadership with the help of 2 PMOs, meeting with leaders and engineers, working with chief architect of the company to negotiate, influencing key technical leaders to own and write up solutions, hands on contribution to help teams get unblocked.
- Responsible for driving migration of Homepage and Verticals engineering of 900 engineers to migrate from SVN to GIT. Including hands on troubleshooting helping engineers, evangelizing best practices, project management and training
- Prototyped a secured solution to implement Sauce Labs browser testing for Yahoo. Working with security group on a solution, procure hardware using Openstack, setup Apache Traffic Server proxy, help developers across Yahoo to onboard, troubleshoot their code and evangelize the solution company wide.

Engineer Manager, Yahoo Media Developer Productivity July 2013 – July 2014

- My team's goals are to maximize developer, productivity, community, happiness, engineering excellence
- Hands on coding to build a continuous delivery release pipeline for Node.js software used in all Yahoo Media sites
- Spearhead an effort at Yahoo to start coding standards for Java, C++, and JavaScript where it has never been done before. Part of the engineering standards committee to increase the productivity, engineering excellence for Yahoo
- Build a 1-liner setup tool so anyone at Yahoo can get rid of cut/paste documentation and bring up a developer environment in less than 30 minutes. The tool also tracks in real time how many success and failures
- Part of the committee to evangelize, start a company wide bug cleansing day and write the definitive guide to clean out bugs in Yahoo

Engineer Lead for Yahoo Publishing Developer Network Dec 2011 – July 2013

- Lead the engineering team called the Yahoo Publishing Platform Developer Network. We scaled up the number and productivity of engineers
- We build tools for developers to be happy and productive working on (YPP) Grow the community of engineers using YPP.
- Piloted using GitHub internally at Yahoo by building up support, installing it, piloting the program and getting engineers excited.
- Trained 2 new college graduates and became their manager and they became productive and engaged engineers working on tools.
- Continued to grow the Expert mentoring program that I created in 2011 to mentor and grow the list of experts in YPP.

Software Architect, Yahoo Media Integration

2009 – Sep 2010

- Lead the design, prototype, documentation, evangelizing, advocate of a complete rebuild of the one of the #1 properties for Yahoo Media to be global from the start, built on a cloud based storage, forward looking data layer, forward looking display capabilities.
- Lead a team of senior engineers to design prototype Yahoo's next generation content system. Work across 5 teams in 4 time zones, across the product, project, engineering groups to deliver a design and prototype that is leading to a first implementation.
- Presentations across the company to CTO, SVP, engineering leads, product leads, QA leads to communicate key decisions, design in order to move forward and get agreements.
- Able to influence different team leaders to come to agreement on moving forward.
- Mentor high potential engineers to grow influence and take on leadership roles.
- Work well with unknowns, lead with enthusiasm, drive towards solutions

Lead Software Engineer, Yahoo News

2005 – Sep 2010

- Provide technical leadership to a team of 20+ backend and frontend engineers to create, manage the largest news web site (news.yahoo.com) on the Internet.

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- Design and drive the launch of a new 4-layer architecture to handle enormous traffic spikes (up to 100 times normal traffic). Challenges include identifying the need for an entire architecture stack in Yahoo, launching the first implementation, exercising the implementing during a real event
- Provide overall architectural direction for all components of the web site including ingestion, content management, editorial tools, web page serving, content distribution, content syndication
- Mentoring junior and senior engineers to grow in their technical skills and maturity in growing their own careers. I became actively seek out by multiple engineers to mentor them in their careers
- Actively communicate with product, technical leadership on future direction of the product drive new initiatives across multiple functional groups
- Created and lead a new team in Bangalore in 2007 to rebuild the legacy Yahoo! Weather backend which distributed data to all Yahoo properties including Yahoo Mail, Yahoo Homepage, the largest audience in the world with 300+ million users
- In 3 months, identified performance on frontend, backend of the architecture and increase performance of the system from one of the worst to one of the best in company. Was asked by the company to lead a roadshow of presentation of the case study, join part of a task force to help the company improve uptime and stability.
- Key driver one of the first adopters of a new technology stack in Yahoo to add a reverse proxy layer, now 3 years later the technology stack has become a technology standard in Yahoo
- Able to always remove roadblocks to how a team works together, remove technical roadblocks by helping in troubleshooting, identifying the correct approach, being and training the 'go to' person

Software Engineer Yahoo! News

1999-2005

- One of 2 engineers in Yahoo News in 1999. Redesigned and re-architected the backend, frontend as the business and demand grew in 2000, 2003, 2005. Became lead engineer for a team of approximately 28 engineers. Yahoo News became the #1 news site for many years.
- In the first 6 years, I was the primary engineer for all phases of the system as well providing operational support 24 x 7. Built everything from feed ingestion, data storage, CMS, tools for editors, automated ranking, sorting, clustering photos and stories, publishing, frontend serving, monitoring, aggregating stories.
- Created the idea and implemented the most-emailed stories in 2001. The featured was recognized by an article in New York Times as the first implementation of the idea.
- Create a company wide system for mail to friend, without any requirements to do so. The system was designed an implemented, evangelized and later adopted by 99% of all properties in Yahoo globally in all countries where Yahoo has a presence.
- Designed and implemented a system to distribute news content to Yahoo! Mail in a massively scalable way that works globally for properties like news, finance, sports, tech

Member of Technical Staff

1993-1999

- Built the backend for the customer support site for Silicon Graphics, known as Supportfolio
- Write Motif code in C to build a client installed on IRIX to collect customer registration information –
- Launch and lead a team to support the internal call tracking system (Clarify)
- Learn Sybase as an intern quickly rose to lead the team and became expert in Sybase and SQL.

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Technical Skills

Expert: Perl, PHP, Apache, Apache Traffic Server, Squid, MYSQL, Linux

Some: Java (Android), Objective-C (iOS), JavaScript, C/C++, Python

Strengths

Technical Depth – Hands on knowledge of the entire web stack, deep hands on coder and troubleshooter, has board and deep knowledge of web, Linux, networking, MYSQL, breath of knowledge in languages such as Node, Perl, PHP, Python, Bash

Strategic thinking – Focuses on how to scale technically solutions, processes and people. Designs for long-term & wide usage; focused on customer-first product-design/implementation mentality

Agile – Moves very fast with deep customer engagement and fast prototyping

Team Player – Willing to play roles as leader to lead initiatives, write code to help team, mentor engineers, oncall or troubleshooting

Versatile – Comfortable in the architectural and design phase, both in terms of the underlying technology, but also in terms of comfort interacting with senior company leadership. Ability to talk and present at the right level and adjust to the right audience

Leader by influence: Able to lead by influence without direct management reporting structure

Education

University of California, Berkeley

1988-1992

College of Letters and Science, BA CS degree. Heavily software focused.