

Ian J. MacIntosh

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Seasoned engineering leader helping teams build a culture of excellence

Work Experience

[Ian J MacIntosh.com](https://ianjmacintosh.com)

Remote, US & Latin America

Owner / Consultant

May 2019 – Present

- Supervised and led several teams of 8-10 full-stack engineers to deliver stable code faster and on-time
- Guiding teams to technical excellence by implementing quality standards and best practices informed by 15+ years of hands-on engineering experience
- Reduced new defects by 50% for a client by adding integration testing and pushing the team to work closely with quality assurance engineers

[Endurance International Group](#)

Burlington, MA

Software Architect

Apr 2018 – May 2019

- Led five different teams of 3-10 engineers to establish a predictable release cadence
- Nurtured growth of over 25 engineers at all levels by discussing goals regularly in 1:1's and building a professional growth program
- Constantly switched gears from leading technical strategy conversations with leadership to providing hands-on help to senior engineers stuck on complicated problems

[Constant Contact](#)

Waltham, MA

Principal Software Engineer

Apr 2015 – Apr 2018

- Provided technical guidance and coordination with teams across the company's entire engineering organization
- Directly supported 15 engineers of varying levels and concentrations with troubleshooting and coaching; specialties included Git branching strategies and unexpected HTTP header behavior
- Implemented team-wide standards for coding style and editor configuration, and helped train each engineer to write 100% standards-compliant code using their preferred tools
- After helping Constant Contact for 3 years with a broad variety of challenges across multiple platforms, I was promoted to Software Architect to help teams working on other brands in our parent company's portfolio

Senior Web Developer

Oct 2009 – Apr 2015

- Led front-end development for the company's marketing website, providing concise answers and updates for the team's project managers and product owners
- Rebuilt the marketing website to be "mobile-first," introducing responsive design to the company while rapidly prototyping with a team of 3 designers

- Shared knowledge with other engineers at weekly demonstrations, “Lunch and Learn” sessions, internal conferences, and by writing articles for the company’s tech blog
- After 6 years of demonstrating leadership and commitment to leveling up the company’s engineering culture, I was promoted to Principal Software Engineer

[Monster Worldwide, Inc.](#)

Maynard, MA

Senior UX Dev Contractor

Jun 2008 – Oct 2009

- Wrote front-end code to update Monster’s Hiring product from a traditional synchronous web application to use AJAX for a faster and more interactive experience
- Integrated components from a third-party library (Telerik) with existing API’s, bringing robust and stable drag-and-drop functionality on a short timeline
- Collaborated as part of a round-the-clock development team with offices in the Czech Republic and Malaysia

[The Atom Group](#)

Portsmouth, NH

Web Developer

May 2007 – Oct 2009

- Built and delivered projects of all sizes for clients big and small, including CBS, Liberty Mutual, and ESPN
- Implemented work from outside our agency, delivering on short turnaround time with minimal back-and-forth rounds of feedback

Certifications

Professional Scrum Master II (*Scrum.org*)

July 2023

Professional Scrum Master I (*Scrum.org*)

June 2023

Education

[University of New Hampshire](#)

Durham, NH

Bachelor of Arts, Sociology