

# Joe Cullin

Experienced leader / Full-stack engineer

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## TECH

*Languages:* JavaScript, HTML, CSS, Perl, PHP, TypeScript

*Frameworks & Platforms:* Node.js, React, Express, Bootstrap.

*Amazon AWS:* EC2, S3, RDS, Cognito, EKS, CDK, Route53, DocumentDB, CloudFront, ALB, ELB, Lambda, SES, SNS, DynamoDB, ElastiCache, WAF, Secrets Manager, API Gateway, LocalStack, etc.

*Tools:* Git, Gitlab, ELK stack, Kubernetes, Azure DevOps, Github, Subversion, Gulp, Jenkins.

*Databases:* MySQL, Elasticsearch, PostgreSQL, SQL Server, Oracle, MongoDB, Redis.

*Also:* Webpack, Vite, Linux, Logstash, Kibana, GraphQL, Docker, jsreport, Laravel, Slim, Nuxeo, HubSpot, WordPress, Perforce, Email (MIME, SMTP, IMAP, etc.), AJAX, APIs (MS Graph, Zendesk, Salesforce, Hubspot, Google, Slack, Iterable, etc.), ImageMagick, REST, SOAP, OAuth, Swagger, Okta, , Sass, Java, C, Bash, macOS, Windows, , Apache, IIS, Nginx, Python, Ruby.

## WORK EXPERIENCE

Feb 2020–Mar 2025    **Barracuda / SKOUT**    Remote

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Senior Software Engineer - Feb 2020 - Mar 2021  
Software Engineering Manager - Apr 2021 - Jan 2022  
Software Engineering Director - Feb 2022 - Mar 2025

Joined SKOUT just as we'd found product-market fit and were ready to start scaling. I was key to establishing the product, team, and culture. Then I helped continually evolve those as we grew 20X, successfully navigated the acquisition, and established the XDR product as a market leader and keystone of Barracuda's product suite.

### As senior engineer:

- Created SaaS dashboard for customers and MSP partners to configure, monitor, and manage our service.
- Developed custom report builder, internal admin apps, data pipelines.
- Stabilized engineering process: introduced CI/CD, automated testing, code reviews, bug triage, etc.

### As manager:

- Grew team to 7 engineers.
- Evolved practices & processes to fit growth of our own team and surrounding teams.
- Streamlined and simplified architecture, lowering operating costs and maintenance effort.
- Remained hands-on with code & data: building new features, fixing problems, guiding designs.
- Served as scrum master, managing sprints for the broader 30+ person engineering+ops team.

### As director:

- Accountable for more systems, cross-team, and cross-product initiatives.
- Continued to expand team's scope of responsibilities and size (10 engineers).
- Mentored and guided engineers on my team and surrounding teams.
- Steered further integration with Barracuda-wide teams and platforms, reducing complexity & costs.
- Continued hands-on full stack work with a small portion of my time.

Senior developer/lead responsible [www.thomasnet.com](http://www.thomasnet.com), a B2B resource for US industrial companies.

- Developed & maintained high-traffic B2B SaaS industrial marketplace, thomasnet.com.
- Built internal apps to power the business & site: content management systems, analysis tools, data pipelines, report generators, partner dashboards, sales tools.
- Spearheaded architecture transformation from legacy php, mysql, apache to more-scalable node, react, lambda, S3, serverless, etc.
- Led a 4 person "pod" of developers. Responsible for estimating and refining stories, sprint planning, and balancing trade-offs to ensure delivery of sprint commitments.
- Modernized and simplified the whole stack—in-place & without disruption—while also delivering steady improvements to usability, performance, SEO, and adding new features and functions.

The thomasnet.com site and many of its content systems were originally created and maintained by CMG, a small consulting group of 10–20 engineers and analysts.

- My role: a mix of hands-on developer, team lead, project manager, client relationship manager.
- Direct point of contact for about 30–40 of the client's product owners, business analysts, developers, project managers, with weekly meetings at their NY office.
- Improved dev environments, introduced source code management, introduced issue tracking. Improved project management, security, efficiency, testing, quality, and communication of our dev team's work.
- Built search features, data pipelines, content management tools, etc. for a high-traffic public website.

Part-time Developer - Nov 1997 - May 1999  
Lead Software Developer - June 1999 - Aug 2006  
Development Manager / Lead - Aug 2006 - May 2008  
Software Development Director - May 2008 - Oct 2011

When I joined, UniPress was about 15 people (mostly sales & support of legacy products), with one developer working on a new web-based helpdesk app. I helped build the product into an enterprise-grade, ITIL-certified ITSM suite, and led the team through the acquisition and integration into Numara.

**As developer:**

- Helped lead the development team as it grew from 2 to 9 developers..
- Designed, developed, and supported key product features, including two-way email integration, reporting, user roles and access, integrations with other products, authentication, automated business workflow, internationalization and localization.

**As manager:**

- Co-managed a 10-person development team, with 3 direct reports, while still contributing as a developer.
- Responsible for maintenance team, version control (migrated to Subversion), and builds.
- Led initiatives focused on security, style, code reviews, and testing.

**As director:**

- Responsible for all aspects of product development, with a larger team (26 full-time employees in 2 US locations, 13 offshore, 4 local contractors).
- Integrated a 15-person development team in our Tampa office with the existing 10-person team in NJ, resolving vast differences in culture, skillset, personality & process.
- Managed relationships with other departments, negotiating projects, processes and priorities.
- Transitioned team to more formal roles & processes, while retaining agility and flexibility, and the ability to work on multiple major releases in parallel.
- Managed an 18-month redesign of the product with a design firm, successfully meeting our two goals: improving the product UI, and improving our team's UX capabilities.
- Employee development: worked with managers and developers to continually improve their skills and expertise, empowering them to grow as team leaders.

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**Education**

- Rutgers University, B.S. Computer Science, 1999.