

Ben Kremer

Software Engineering Manager

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1/2

- » Over a decade of **building, managing, and mentoring remote and onsite software teams**, achieving consistent growth and success by keeping team members focused, empowered, and engaged.
- » **12+ years of software engineering IC experience** with an aptitude for swiftly comprehending and contributing to unfamiliar codebases.
- » Recognized **expertise leading architecture and feature planning** from both individual contributor and team manager perspectives.
- » **Creator of processes and policies** between software, business, and adjacent teams, resulting in cohesive onboarding, effortless asset transfer across projects, and consistent results.
- » **Facilitator for all stakeholders**, from unblocking software engineers building the code to empowering internal users managing and utilizing the software to support external clients.

San Francisco Bay Area, CA

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SKILLS & TECHNOLOGY

- » Remote and Onsite Team Building and Management, Mentorship, Hiring and Onboarding, System Architecture, REST API design, Test-Driven Development, Scrum/Agile, Deployment processes, CI/CD, Full-stack Web Development Experience
- » Python, Django, React, Angular, Javascript, PostgreSQL, AWS, Heroku, HTML, CSS, NumPy, SciPy, Pandas, Git, Jira, Docker, Redis, Celery, Fabric

EXPERIENCE

Software Engineering Manager - Energy Solutions promoted 1/2020 - current

Energy Solutions provides utilities, government, and commercial customers with clean energy policies, programs, and projects.

- » **Manage and mentor a matrixed, hybrid onsite and remote team of 10+ engineers and interns**; accountable for team scheduling and allocating billable hours across 12 software products with constrained budgets, maximizing value for the company and client.
- » Leverage relationships with engineering and technical leaders to build strong alliances and trust between C-suite and software teams.
- » Lead role in developing standard processes across software department products, implementing common **tooling, deployment pipelines, and Agile methodology**, resulting in quicker onboarding, smarter asset sharing, and reduced time spent context-switching.
- » Contributing to finding and processing contractors to help balance the department's variable resource needs and budget considerations.
- » Established a cohesive **team interviewing strategy** across software teams, resulting in standardized and quantifiable data for hiring decisions.
- » Provide comprehensive **onboarding and training** for new developers and interns on company software policies, including **Agile/Kanban** ticketing lifecycles.

Senior Software Engineer - Energy Solutions

12/2017 - 1/2020

- » Team Lead of three primary product codebases, driving architecture and feature development. Responsible for code quality, testing, technical direction, and scheduling.
- » Co-Team Lead to a principal rebate processing app, rebuilding a difficult-to-maintain code-driven system to be **100% data-driven**, allowing program implementations to take less than 30 days—from a previous 90-day timeline. This system has processed over 520K claims, totaling over \$410M in paid incentives, saving over a terawatt of energy.
- » **Reduced time for report generation by 90%** (12 hrs to 45 min) of automated demand response performance tracking and reporting, allowing accelerated data release cycles.

Engineering Manager - Prism Skylabs + *software engineer duties*

promoted 3/2017 - 12/2017

Prism is a unique cloud service that transforms any video camera into a business intelligence tool.

- » Actively managed an **onsite/remote team and offsite contractors**, leading team agile events, sprint planning, reviews, retrospectives, and contributing to the codebase.
- » **Lead the recruiting, hiring, and onboarding** of software engineers at all experience levels.

Software Engineer - Prism Skylabs

3/2015 - 12/2017

- » Managed image and data streams of over 5000 IOT cameras installed worldwide, capturing and processing over **100M+ unique events** daily.
- » Built private and public RESTful APIs to support web products, two iOS apps, and an open API platform for public consumption using **Django Rest Framework**.
- » Regularly presented in-process and completed features to internal and external stakeholders.
- » The go-to, cross-team fill-in for **DevOps**: provisioning resources, troubleshooting, and repairing production and QA servers on **AWS**, as well as preparing local developer environments.

Web Architect and Developer - RocketSpace

8/2014 - 3/2015

RocketSpace is a tech campus for startups.

- » Hired at the completion of RocketU bootcamp to be solely responsible for producing the rocket-space.com site, including a deployment pipeline using **Django, Python, and AngularJS**.

Owner/Graphic Designer and Web Developer - Kremer Design LLC

1/1998 - 8/2014

- » **Self-owned**, full-service web development and print design company offering services from project conception and planning through final deployment and ongoing management using **WordPress, PHP, MySQL, and JavaScript**.
- » Interacted directly with dozens of small-to-medium business clients within nonprofit, medical, athletics, law, and publishing fields.

EDUCATION

RocketU, Full-Stack Python/Django Developer Bootcamp at RocketSpace

University of Minnesota Duluth, B.F.A. Graphic Design, German Minor