

# Professional Experience

August 2021 -  
June 2023

## Hiring Manager

Bitwise Industries

- Created and maintained a challenge project that was administered to all Web Developer candidates for Bitwise. This was a small MERN stack application with the challenge being to fix bugs and add new features.
- Performed technical interviews for all developer candidates. This interview usually included myself, the candidate, and one or two other developers. Interview style was very conversational to allow the candidate to represent themselves as fairly as possible while still getting the insight we needed to assess the candidate.
- Performed and assisted with interviews for other departments such as QA and DevOps.
- Assisted with technical assessments for staff augmentation interviews of candidates for outside work.
- Established interview cadences and policies for hiring developers. I was the first person on the Delivery side to be dedicated to hiring, so I had to create these cadences and adjust them as hiring policies, goals, or personnel change to ensure as smooth a process as possible while still being diligent about assessing candidates.

August 2018 -  
August 2021

## Web Application Developer

Bitwise Industries

Created, maintained, performed bug fixes and added features to both web and mobile applications across various frameworks. Projects include:

- Listing Alert:** A real-estate application for managing pre-listings prior to hitting the MLS. I was the sole developer for the mobile application (React Native/Expo), web dashboard and front-facing page (React), and API to serve both (Node/GraphQL/MongoDB). Development utilized Docker on the server side, server was deployed on AWS Elastic Beanstalk with the database hosted by MongoDB Atlas. I would later advise and eventually assist with the Phase 2 re-design which included adding features and utilizing AWS Lambda to reduce server load.
- Fresno Unified School District (FUSD):** Was the developer assigned to FUSD work for over a year. Projects included assisting with the migration of over 30 department sites and several individual school sites from SharePoint to WordPress. Also maintained, added features, fixed bugs and deployed the existing School Profiles directory. Established a solid rapport with the FUSD staff.
- New Voices Assembly:** Was added to the team to execute a front-end redesign on the front-facing dashboard for the React application which allowed attendees of the New Voices Assembly event to schedule chats with and view the schedule for various speakers at the event.

# Education

April 2017 - June 2018

## Web Development Courses

Geekwise Academy at Fresno, CA

Completed seven 6-week bootcamp-style courses at Geekwise

# Leonard Ruggiero jr.

## Software Developer / Hiring Manager

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Tech industry professional with over 3 years of software development experience across multiple frameworks creating and maintaining both web and mobile applications. An additional 2 years of experience as a hiring manager for a major company performing technical interviews, challenge project assessments, and assisting with hiring for other departments such as DevOps and QA.

## Key Skills

- React
- HTML/CSS/JavaScript
- Node/Express
- MongoDB
- PostgreSQL
- Angular
- Bootstrap
- WordPress
- Docker
- AWS EB

Academy covering web development, programming fundamentals and best practices. Course topics included HTML/CSS, responsive design, JavaScript, Angular, MEAN stack, and Application Security. Would later be a Teaching Assistant for both the Javascript and Angular courses.

March 2018 -  
August 2018

### **Paid Apprenticeship in Web Development**

Bitwise Industries at Fresno, CA

Completed a six month paid apprenticeship under the Bitwise Industries program that would later become AlphaWorks. In addition to learning various frameworks in more detail (Angular, PostgreSQL), we also added features and fixed bugs for an existing credit union CRM application (Postgres/Express/Angular/Node). In particular, I was tasked with containerization of the application via Docker and deployment to AWS via Elastic Beanstalk.