# Blake Hair

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## Professional Experience

### SENIOR SOFTWARE ENGINEER, TERMINUS; INDIANAPOLIS, IN - 2020 - PRESENT

Sigstr was acquired by Terminus in early 2020. My role as senior software engineer continued. In early July I started supporting the Terminus Chat team by building a micro-service to power the Terminus integration platform. I am also currently leading a new implementation of the Terminus Chat platform to align the front-end with the rest of Terminus.

### SENIOR SOFTWARE ENGINEER, SIGSTR; INDIANAPOLIS, IN - 2018-2020

I lead the Sigstr front-end engineering team in developing and maintaining Sigstr's Relationships platform. My responsibilities included migrating the Sigstr monolithic Rails app into a micro-service driven React app. While at Sigstr I participated in the design and implementation of various new micro-services powered by Node, Elixir, and Ruby.

### PLATFORM ENGINEER, EMPLIFY; INDIANAPOLIS, IN – 2015-2018

At Emplify I headed the refresh of our custom mobile platform through a shift from Titanium to React Native and again as we narrowed our focus to employee engagement. I was the primary engineer focused on integrating React Native with native libraries and features in our early stages. I also provided web-based frontend work using React along with Node backend work using Dynamo and PostgresSQL.

### SOFTWARE ENGINEER, DIGITAL CORPS; MUNCIE, IN – 2009-2015

My work at the Digital Corps primarily involved leading cross-functional teams in the rapid development of software. I supervised teams of 5 to 7 in the development of mobile and web applications for a variety of clients including Ball State University. I also mentored junior developers and taught them native mobile development.

## Projects

### SIGSTR RELATIONSHIPS, SIGSTR - 2019

- Led modernization efforts on Sigstr Relationships front-end. Introduced team to React state management libraries like MobX and Redux.
- Migrated Sigstr campaign management to new React front-end. Participated in implementing a new analytics view for Sigstr.

### BSU ACHIEVEMENTS ADMIN CLIENT, HAIR SQUARED SOFTWARE – 2017

- Updated BSU Achievements Admin client to modern React-based implementation using Redux and Material UI to provide a clean and understandable update to an aging platform

### EMPLIFY MOBILE PLATFORM, EMPLIFY – 2017-2019

- Designed and implemented full-stack mobile application platform for employee engagement in 6 months
- Headed development of React Native mobile application with a team of 3 engineers

- Participated in architecture and implementation of Node.js RESTful backend using JSON:API specification

**BALL STATE ACHIEVEMENTS, DIGITAL CORPS & HAIR SQUARED SOFTWARE – 2014-PRESENT**
- Supervised a team of 4 junior engineers to release of Android application to 1200 Ball State incoming freshmen
- Architected abstraction layer linking Android Achievements client to the Achievements API, including a caching solution to efficiently search large record sets
- Managed support across lifetime of app, including continuing development leading two junior engineers, while managing user feedback and improving the platform across the full stack (PHP, MySQL, Java, Javascript, and Objective C)

# Skills

I am a polyglot developer that has touched on many languages, however, most recently I've worked in Javascript (Typescript), Elixir, Python, and Rust.

I am proficient in native iOS and Android development, React Native, React, Node.js, SQL, git (& other version control), Ruby, HTML/CSS, and am knowledgable in many other languages and frameworks.

I am a capable leader that seeks consensus on my team and wants to understand the human aspect of the problems I am solving and wants to guide my team toward human driven software.

# Education

Ball State University, Muncie, IN – Bachelor of Science