

I run developer teams: advocacy, education, docs, and developer experience. Global, with budgets in the millions. Every program I build works like a course. People start at their level and leave having built something a stranger can use. That is what I measure.

I came to this from teaching. Nearly a decade in the classroom, then a department to run, then engineering. Teachers learn fast that you cannot fix a drop-off you have not found. So I look for the exact step where people quit. I still write the curriculum and teach the sessions myself.

EXPERIENCE

2024-present
Remote

Director of Developer Relations

Midnight Foundation
Previously Director of Developer Relations, Input Output (IOHK), through the spin-out that established Midnight as an independent foundation

Player-coach across advocacy, developer education, documentation, and developer experience, through mainnet launch. Built the largest team at the Foundation, global, and coached senior engineers and educators. Owned a multimillion-dollar budget, the partner agreements, and what got reported to the executive team.

PROGRAMS AND EDUCATION

- Built a hackathon portfolio across five regions with Major League Hacking and platforms in Asia and Latin America. One curriculum, adapted per region. I replaced registrations with a harder measure: did the team finish with **software that actually runs**. It went from 10% to 64% across four events in under twelve months.
- A hackathon ends with a demo. *New Moon to Full* **ends on mainnet with real users**. Built with Rise In and run monthly since July: six levels a cycle, each harder than the last, from a first contract up to an MVP with 50 testnet users. I sourced the partner and the budget. 216 of 247 submissions compiled. 10 teams went live on chain.
- Designed a fellowship that turns new developers into people who speak for us. Four cohorts, 215 applications. The Foundation's President calls it the main way developers get into the ecosystem.
- Launched a developer academy. 2,807 people enrolled and 794 finished phase one, more than double the published completion rate for online courses. Then I found where we were losing the rest: 492 quit at environment setup, before writing a line of code. We fixed that step.

TOOLING AND PRODUCT FEEDBACK

- Our language was too new for any AI model to have learned it. Developers showed up with Copilot open and got code that looked right and did not run. I sourced, funded, and shipped **Midnight Expert**: 16 Claude Code plugins that load our docs into the agent's context, then verify what it writes five ways, from type-check to running it end to end on a devnet. The docs are now what the models learn from.
- Set up technical moderation across Discord and the forum, with a queue and a reply deadline. We answer 95% of questions. Median first reply is under an hour.
- Turned that data into a standing Developer Experience Friction Report, so recurring blockers reached Product and Engineering with the data attached.

ENTERPRISE AND MEASUREMENT

- Opened a proof-of-concept pipeline with regulated institutions, including a listed digital identity provider and a UK bank. I scoped the work with BD and solutions engineering, ran the sessions, and qualified the accounts before handing them to the commercial team.
- Instrumented the Developer Activity Dashboard, the one place the organization looks for ecosystem health. Eight instrumented sections. Tracked repositories grew from 91 to 1,940 in six months.
- Rebuilt the documentation and measured it by what got built. Projects that ran end to end at the same event series went from about 5 to 61, which the retrospective credited to the pre-event docs.
- Negotiated education, event, and university partnerships across six countries.

2024-2025
Remote

Chief Product Officer & Co-Founder Accelerate Polkadot

Accelerate spun out of Parity Technologies through the Web3 Foundation's Decentralized Futures program, which funded independent teams to take on work the core company had held. I won contracts with both to produce technical education for the Polkadot ecosystem, and owned product direction, content strategy, and client delivery.

— EXPERIENCE CONTINUED

2022-2024 Remote	Director of Developer Relations Parity Technologies <i>Promoted from Staff Developer Relations Engineer</i> Ran developer relations for the whole Polkadot ecosystem from the company that builds it. Twelve people in two teams, advocacy and engagement. I owned the strategy, both roadmaps, the budget, and the numbers we judged the work by. When the global developer community needed something from Parity's engineers, it came through me.
2023 Remote	Smart Contracts Instructor Polkadot Blockchain Academy Wrote and taught the smart contracts module to a global cohort: ink! and Solidity, blockchain architecture, dApp development, zero-knowledge proofs, and contract security, with hands-on coding sessions.
2021-2022 Remote	Staff Developer Relations Engineer New Relic Owned content strategy for getting developers in and getting them started: tutorials, streams, talks, and workshops. Tested across channels to find what actually converted. Built an ambassador program to widen the reach and give credit for open-source work.
2021 Remote	Director of Community Puppet Ran Puppet's open-source community, online and in person. The people using it ran declarative, desired-state configuration management across large Linux fleets, so the programs were built for people running production fleets. I owned how we measured the community and carried what it needed to Marketing, Product, and Engineering.
2019-2021 Remote	Developer Education Manager Vonage (Nexmo) <i>Promoted from Developer Educator</i> Grew Vonage's developer content across every format, working with DevRel, Product, Engineering, and Marketing. Built and ran <i>Developer Spotlight</i> , which brought in outside developers to write tutorials. It produced a library spanning multiple languages and platforms.
2018-2019 Kirkland, WA	Technical Product Manager GoDaddy Drove adoption of a platform used by 3,000+ web developers. Owned the analysis, the launch, and the cross-team rollout of a mobile-first personalization framework.
2018 Seattle, WA	Software Development Engineer, Kindle Amazon Built a React/Redux curation portal and rebuilt the database behind Kindle's Most Sold and Most Read lists. Cut weekly curation work by 30% and gave product managers back ten hours a week.
2011-2017 Seattle, WA	English Department Chair Seattle Academy of Arts and Sciences Ran the English department at an independent secondary school: curriculum, hiring, and developing the faculty. Left to retrain as an engineer at Ada Developers Academy.

— CAPABILITIES & EDUCATION

Leadership	Global distributed team management · Hiring and coaching · Budget ownership in the millions · Executive reporting · Cross-functional partnership across Product, Engineering, Marketing, Sales, and Legal
Programs	Hackathons and buildathons · Ambassador and fellowship programs · Curriculum design and developer education · Technical community operations · Partner and university programs · DevRelCon speaker three times (New York 2026 and 2025, London 2023) · Keynotes, live streams, and classroom instruction
Measurement	Developer funnel design · Program instrumentation · Cohort and retention analysis · HubSpot, Common Room, Notion, Grafana, Looker Studio
Technical	JavaScript and TypeScript · React and Redux · Ruby · Rust · Distributed systems and byzantine fault tolerant consensus · Deterministic execution and replay · Declarative, desired-state orchestration · Solidity and ink! · Zero-knowledge proofs · APIs and SDKs · Documentation architecture (Diátaxis)
Education	Ada Developers Academy · Master of Arts in Teaching, Liberal Studies, Occidental College