IRIS VERGARA
irisvergara.com

she / her / hers

in linkedin.com/in/superiris

With 15+ years of experience in web products, initially as a designer, later as a frontend developer and most recently as a tech leader and people manager.

My varied roles and diverse experience have earned me a nuanced and comprehensive perspective on how web products and projects can be successfully architected, built, and led. Passionate servant-style leader, with a focus on a feedback culture and fostering diversity, I enjoy leveraging tech to solve problems.

Currently I am working at Meta, developing on cutting edge frontend technologies on a daily basis, and leading a team of talented and diverse engineers.

Management Skills

Leadership / team management
Team growth, servant leadership, conflict handling, performance management

Talent growth
Coaching, mentoring, training

Project management
Planning, Agile (Scrum, Kanban), roadmap creation, strategy

Hiring management
Selection, interviews, evaluation

Stakeholder management
Bridging product, design and tech

Tech Skills

Software architecture
System design, scoping, best practices

Vanilla Javascript
ES6+, OOP, Functional programming, Node

CSS
SASS, CSS Modules, Bootstrap

JS Frameworks / libraries / state managers
ReactJS, Express, RiotJS, Redux, jQuery

Frontend tooling
Webpack, Gulp, Razzle, SSR

Databases
MySQL, MongoDB, Cloud Firestore

GraphQL
Apollo, Relay

Testing
Jest, Nightmare, Nightwatch

Other skills
Design, User Experience, Animation, Illustration, Wordpress, ActionScript 2/3

Professional Experience

META - Silicon Valley, U.S.A.

Senior Software Engineer [May 2022 -]

- **Ads efficiency:** Led and architected solutions to improve the user experience and efficiency of Ads Manager platform, reducing the bounce rate and improving the advertisers' experience.
- Mentor and coach of multiple developers, focusing on career growth and increased performance.

BOOKING.COM - Amsterdam, The Netherlands

Engineering Manager [June 2021 - May 2022]

- **Advertising Solutions:** Focused on creating a new product in an unexplored area for the company. Led a high performance team of engineers in a fast paced environment, designing and building a system that contributed to a relevant revenue increase.
- Managed the integration of two third party providers and leveraged outsourced and in-house talent,actively participating in tech and product recruitment.

Team Lead and Frontend developer [April 2019 - June 2021]

- **Connected Stay Track:** Expanded manager role to lead two teams, focused on online check-in and property access to Booking guests.
- Became **TL of both department teams**, worked on growing them, encouraging personal development and applying agile practices to increase team performance, contributing to create an environment where everyone could thrive.
- **Emerging Markets / Localisation:** Focused on growing our product for the Indonesian market, supporting the team and strategizing new tech solutions to increase our reach, learnings, and market share.

Frontend developer [November 2017 - April 2019]

- **Emerging Markets / Localisation:** Designed the Frontend architecture and tech plan of a whole new product focused on the Indonesian market. Contributed to a large portion of the implementation.
- Worked on legacy code in BE templates with jQuery, and also ReactJS, SSR and micro-frontends paradigm.
- **Active contributor to the company's FE community:** Lead organizer for 'Frontend United', an in-house company annual conference. Organized and brought in Google speakers with tech talks for the dev community, and participated in company-wide initiatives in addition to work for my team.

GLOBANT - Mexico City, remotely with India and U.S.A.

Senior UI developer advanced [May 2017 - October 2017]

- Defined new standards and participated on technical discussions to define strategies with the local tech team and a remote counterpart in India for client Realogy, a real state company in the U.S.A.
- **Modernized the tech stack** towards a component-based architecture.

Formal Education

Master in IT Administration (graduated with honors)
Instituto Tecnológico de Estudios Superiores de Monterrey, Mexico
2016-2019

Master in Electronics Multimedia (graduated with honors)
Universidad Simón Bolívar, Mexico
2003-2005

Bachelor in Graphic Design (graduated)
Universidad Intercontinental, Mexico
2001-2005

Languages

English
Fluent

Spanish
Native

Dutch
A1

ELEMENT.COM.MX - Mexico City, Mexico

Director of technology and innovation [June 2014 - May 2017]

- Lead the tech department, a team of 8 developers with different specialties.
- Unique opportunity of helping the company grow from a 10 person studio into a full service agency of more than 130 employees
- **Defined and planned all tech projects**, from viability analysis through architecture, tech and tools selection, as well as definition of tech standards. Followed up every step of the development process.
- **Lead tech recruitment**, evaluated and hired candidates as needed, as well as evaluated team members' performance and trained them in technical subjects.
- Managed department budget, created reports, performance analysis, took care of administrative issues.
- **Founded the Innovation Lab**, as a side project, where programmers created experiments and prototypes that later came to fruition as business opportunities.

Tech Lead for Research & Development [November 2011 - June 2014]

- **Research and implementation of new technologies** in the area of R&D. I worked together with the creative department to find innovative ways for materialising ideas and projects. I created demos and prototypes that were later presented to clients and implemented within real life projects.

Senior Web developer [October 2007 - June 2014]

- Fullstack web development with HTML, CSS, JS, jQuery, PHP, MySQL, AS2, AS3, NodeJS.
- Specialized in frontend development for interactive projects made for brands such as Warner, Sonrics, Ford, HSBC, Nestle, Samsung, Telcel, The Home Depot, among many others.
- **Won IAB for best website** for Doritos.
- **Won IAB for best advergame** for Warner - Batalla 300.

INTERALIA.NET - Mexico City, Mexico

Web designer [October 2005 - April 2007]

- Designed, coded and maintained the official Nike Running Mexico site, as well as a couple other micro-websites for Coca-Cola and Powerade.
- Designed and animated advertising banners for multiple clients.