IRIS VERGARA
irisvergara.com

she / her / hers

✉ holairis@gmail.com

in linkedin.com/in/superiris

○ github.com/superiris

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

XFN alignment / stakeholder management
Connecting product, design, tech and other disciplines, towards a common goal

Tech skills

Software architecture
System design, scoping, best practices

Coding
Javascript, Hack, CSS, ES6+, OOP, Functional programming, Node, React, Flow, Typescript

Databases
MySQL, MongoDB, Cloud Firestore

API types
GraphQL, Relay, REST, RPC

Testing
Jest, Nightmare, Nightwatch

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

I have **16 years of experience in tech**, with **6 years of management experience** in big tech and digital agencies.

Passionate servant-style leader, with a focus on feedback culture and fostering diversity, I enjoy leveraging tech to solve challenging problems. 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.

Professional experience

META - Menlo Park, U.S.A.

Tech Lead - Senior Software Engineer [May 2022 - Today]

- **Ads Manager Growth:** Led different groups of engineers and XFN partners through several projects to exceed team goals. Led initiatives that increased revenue, advertiser ROI, and quality metrics. Worked closely with designers, product managers, researchers, data scientists, and led multiple engineers, with outstanding collaboration feedback and recognition for achieving great results in a positive environment.
- Mentored and coached engineers, interns and newcomers, focusing on career growth and increased performance. Active contributor for fostering diversity and inclusion in the Women and Latino communities.
- Main contributor of roadmap definition, project planning, and execution overview.
- Ideated and led projects to improve the quality of the systems, codebase, and tooling focusing on Frontend Engineering Excellence.
- Architected and implemented solutions to improve the user experience and unblock advertisers on Ads Manager platform, reducing the time to completion and positively influencing revenue.

BOOKING.COM - Amsterdam, The Netherlands

Engineering Manager [June 2021 - May 2022]

- **Advertising Solutions:** Successfully steered a 0 to 1 product in an unexplored area for the company towards an alternative revenue stream. 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**: Expanded previous manager role to lead both department teams, focused on online check-in and property access to Booking guests. Duplicated client support and improved the platform's user experience backed up by quality research.
- Improved people growth in both teams, encouraging personal development and applying agile practices to increase team performance, contributing to create an environment where everyone could thrive. Helped engineers to get promoted to the next level, and exceed company expectations.
- **Emerging Markets / Localisation**: Focused on growing our product for the Indonesian market, supporting and growing 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 0 to 1 product focused on the Indonesian market. Led and contributed to a large portion of the implementation. Managed to finish the MVP in a short period of time, allowing for extensive experimentation and enabling local and remote teams.
- Active contributor to the company's Frontend community: Lead organizer for 'Frontend United', an in-house company annual conference. Additionally, 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.

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

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

Senior UI developer advanced [May 2017 - October 2017]

- **Realogy**: Defined new standards and participated in technical discussions to define strategies with the local tech team and a remote counterpart in India.
- Modernized the tech stack towards a component-based architecture.

ELEMENT.COM.MX - Mexico City, Mexico

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

- Led the tech department, a team of 8 backend, frontend, and mobile developers.
- 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.
- Led 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, exploring new technologies and opening new areas of work within the existing team of engineers. I worked together with the creative department to find innovative ways for materializing ideas and projects. I created demos and prototypes that were later presented to clients and implemented within real life projects.

Senior Web developer [June 2012 - June 2014]

- Fullstack web development with HTML, CSS, JS, jQuery, PHP, MySQL, AS2, AS3, NodeJS.
- Won IAB for best website for Doritos.
- Won IAB for best advergame for Warner - Batalla 300.

Web designer and developer [October 2007 - June 2012]

- Designed and developed interactive projects made for brands such as Warner, Sonrics, Ford, HSBC, Nestle, Samsung, Telcel, The Home Depot, among many others.