Mercedes Bernard

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Chicago, IL

As an engineer, I bring a unique blend of technical knowledge, non-technical language, and compassion to all of my projects. My stakeholders and team consistently report feeling empowered, comfortable, and heard.

As a leader, I care deeply about my team health and feedback culture. Individualized management is my passion. I strive to foster an environment where each individual's unique set of strengths and ideas have space to grow and better the organization.

I am exclusively welcoming remote opportunities.

Education

DePaul University
Summa Cum Laude
B.Sc. in Computer Science
Minor in American Sign Language Studies

Technology & Tools

Languages
Ruby, Javascript, C#, HTML, CSS, SQL

Server Frameworks
Rails, Node, ASP.Net, Entity Framework

Client Frameworks
React, Vue, Tailwind CSS

Databases and Database Tools
Postgres, SSMS, noSQL, Couchbase

Other/Misc
Git, RabbitMQ, Contentful, EpiServer

✳ Experience

Principal Software Engineer │ Cloud City Development   May 2021 – *Present*

- Implemented challenge-response test using new Private Access Token protocol, hcaptcha verification, and rate limiting to prevent bot and malicious traffic for RubyGems.
- Led team of globally distributed developers to build commerce compliance platform using Rails 6, Stimulus, Turbo.
- Led development effort for replatform of customer-facing dashboard from AngularJS to Vue3.
- Coached frontend team on web accessibility best practices and built keyboard-accessible, reusable datepicker and dropdown components ready to be open-sourced by client.
- Architected incremental refactor of multi-lambda PDF rendering system with added layer of abstraction to protect from upstream regressions and breaking changes.
- Spearheaded initiative to update engineering leveling guide to remove bias and facilitate more productive promotion and performance conversations between managers and ICs.

Engineering Manager / VP │ Tandem *(formerly DevMynd)*   Mar 2019 – May 2021

- Balanced software development responsibilities 50/50 with management responsibilities.
- Managed and sponsored a team of developers and managers including 1:1s, bi-annual performance reviews, goal setting, accountability, and identifying career opportunities.
- Ensured on-time, on-budget delivery for our projects by identifying and mitigating complex project and team risks; serve as escalation point and ultimate decision-maker in these cases.
- Coached team on client engagement, consulting, and technical decision-making skills.
- Spearheaded internal process changes including rewriting job postings to be more inclusive, advocating for pay transparency, creating new career path guidelines, guiding creation of a codified apprenticeship program, and leading team to revamp our hiring code challenges.

Principal Software Engineer │ Tandem *(formerly DevMynd)*   Dec 2017 – Feb 2021

- Owned client relationships and establish trust with clients as a strategic advisor in matters of process, people, and product in addition to technology.
- Led 8 person development team building custom Rails, React, GraphQL application for large government client to replace 65+ on-premise deployments of legacy application.
- Upgraded legacy Rails application from 4.2.7.1 to 5.2 and optimize performance of database queries to be able to effectively scale and support revenue targets.
- Set and advocated for development processes that support the goals of the product team while maintaining code quality and developer productivity.
- Collaborated with design lead and product owner to set feature roadmap and determine priority and timeline for dependent and intersecting features.

.NET Developer │ Chamberlain Group   June 2017 – Dec 2017

- Developed and maintained message-oriented middleware system for IOT devices.
- Refactored monolithic service into 20+ microservices for device communication to simplify maintenance, code dependencies, and downstream event management.
- Implemented domain driven architecture and migrated microservices into new architecture while maintaining backwards compatibility with legacy services.

For a full resume of past experience, please visit mercedesbernard.com/resume

🎤 Speaking

I enjoy speaking about topics at the intersection of technology, coaching, and communication.

Come On In!   Rails Conf 2022

Trust At Scale   CTO Summit 2022

Coaching Through Coding   Ruby Conf 2020

Individualizing Your Management   CTO Summit 2019

For a full resume of past speaking engagements, please visit mercedesbernard.com/speaking