

# Max Proske

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Highly technical and service-oriented leader, with 8 years of diverse experience building web-based applications at scale. Have led teams through 3x business growth periods, by excelling at change management, talent retention, and driving dramatic growth within myself and my team. Seeking a Software Manager role to continue growing at a global, transformative, high growth company.

## WORK EXPERIENCE

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### SIX12 Creative

#### Director, Software Engineering (Full Stack) • May 2023–Present

- Achieved operational autonomy within my distributed team, by establishing a strong culture of ownership, through leading by example and setting clear proactivity norms. Team size: 7.
- Enabled the execution of over 20 projects simultaneously, without sacrificing quality, through building effective cross-functional structures, and meticulously optimizing each project phase.
- Ranked Top 20 Fastest-Growing Company in BC, by enabling the CEO to focus on business growth and external challenges, through taking responsibility for internal and technical strategy.

#### Manager, Software Engineering (Full Stack) • Jan 2021–May 2023

- Hired and mentored 3 engineers to senior roles, by creating personalized career plans aimed at rapid internal progression through regular 1-on-1s and targeted assignments. Team size: 4.
- Delivered a key project in less than six weeks that kick-started a long-term relationship, drove market competitiveness, and resulted in 240% revenue growth from \$1M to \$3.4M ARR.
- Established and matured processes in hiring, QA, performance reviews, and operational readiness for safely launching new products and features.
- Introduced an incident response plan as Information Security Lead, matured postmortem processes, and established cloud redundancy to ensure business continuity during outages.

#### Senior Full Stack Engineer • Jan 2020–Jan 2021

- Kept infrastructure cost under 1% of revenue, by carefully monitoring and designing lean services.
- Increased project delivery speed by 98% and eliminated siloing, by migrating all products from PHP/JavaScript to a unified, cloud-native TypeScript stack on managed DigitalOcean services.

#### Full Stack Engineer • Aug 2016–Jan 2020

- Led the development of a high-volume SMS shortcode API crucial for customer engagement; managing 100K-1M daily text messages, and achieved near 100% uptime over 8 years.

## EDUCATION

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### B.Sc. Interactive Systems • Simon Fraser University • 2018

## VOLUNTEERING & LEADERSHIP

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#### Docker Captain • Docker, Inc. • 2023–Present

- Awarded for community expertise in containerization and conference speaking; 2nd recipient in Canada. Actively helping Docker Product teams shape products prior to general availability.

#### Lead Developer • Flash Flash Revolution, Inc. • 2012–Present

- Leading an open sourced a long-term, multiplayer game project with 1K daily active players.

## LEADERSHIP SKILLS

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- Talent retention, Performance coaching
- Process building and optimization
- Scaling Product-Design-Engineering triads
- Turning technical visions into detailed plans using Agile and Waterfall methodologies
- Capable, confident and personable demeanor, with strong interpersonal skills

## ENGINEERING SKILLS

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- TypeScript, JavaScript, React, Next.js, Node.js, PHP, Golang
- Docker, Compose, Kubernetes
- DevOps best practices, GitHub Actions
- Postgres, MySQL, Redis
- Code review, Tech debt management
- Cloud & Web Application Security