

TONY TAM

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Inspiring engineering leader with 7+ years of management and 15+ years of technical hands on experience with a deep focus on improving developer experience and productivity. I believe in fostering a culture of customer focus, ownership, collaboration and a growth mindset.

PROFESSIONAL EXPERIENCE

Splunk (2016 - 2023)

San Francisco

Director of Engineering, App Developer Ecosystem

2022 to 2023

Senior Engineering Manager, App Developer Ecosystem

- Led 6 scrum teams focused on building software systems to serve Splunk's thousands of app developers
- Managed 4 engineering managers, with a total of 26 engineers through 1-1's, skip levels, OKR, metrics, operational reviews
- Managed 17 additional contractors in India to augment our capacity, this includes people management, budget management and roadmap planning
- Nurtured strong cross functional relationships with product management, designers, stakeholders, program managers, and executives to build and execute quarterly roadmaps to deliver on the highest customer priorities to drive up NPS for developer experience
- The teams standardized on Vercel for the front end, Golang & Python for development, and Kubernetes on AWS for infrastructure, with Splunk for observability and deploy to production multiple times a day
- The teams own Splunkbase (marketplace for Splunk apps), AppInspect (compatibility & security scanning for apps), Developer Success (Delightful support of apps), Splunk Cloud Developer Edition (developer and test apps), Enterprise SDK (Python, JS, Java standards to build apps), Cloud App Vetting (manual inspection of source code for security and cloud compatibility) and developer portal (documentation for apps)

Senior Engineering Manager, Engineering Productivity

2020 to 2022

- Recruited and built a highly engaged, effective team of 8 full-stack engineers, TPM, Sr. Manager of technical writing, and 3 product managers to deliver services, training and tools for over 2,000 engineers
- Managed 3 product managers who owned the CI/CD tools roadmap for Splunk engineering
- Founded the 'Engineering Productivity' function at Splunk to focus on onboarding, technical talks, community, Voice of the Customer, internal technical writing, and tools
- Built the first-ever developer portal in the company using OSS backstage.io to be the single place to find people, teams, services, send kudos, and documentation
- Built POC's for federated search, cycle time measurement, distributed compilation, windows automation, hackathon, and various tools to enhance productivity and remove manual toil
- Rebuilt GO URL Shortener with React and enhanced our NPS score to 81 with over 70% adoption across the company
- Coached team members through regular 1-on-1's to support and enable them to do their best work.
- Formally mentored more than 12 people at Splunk in engineering and non-engineering roles

Senior Principal Engineer & Manager of Engineering Productivity

2016 to 2020

- Trained over 2,000 newly hired engineers with our Bootcamp, receiving a 50 Net Promoter score
- Created a proof of concept for and drove standardized CI tooling at Splunk
- POC and launched productivity tools such as GO URL Shortener, Hands-on Workshop learning platform, Cycle Time application order to measure and reduce manual work for all engineers

- Created the first-ever engineering handbook to enable thousands of engineers to collaborate asynchronously
- Led a team of 40 executives, managers, engineers to coordinate three successful fully remote Hackathons resulting in 200 hack demos, 20+ shipped hacks, 10+ patentable ideas; NPS score of 60 with 90% of participants wanting to participate again
- Part of the mentoring working group for Womxn In Tech ERG, helped founded the Womxn in Engineering sub-ERG, leading a Chinese @ Splunk community

Yahoo (1999 - 2016)
Senior Principal Architect

San Francisco
2008 to 2016

- Led a team to design and deliver a solution to reduce technical debt for 130 Yahoo websites, leading to 300 engineers being able to ship software multiple times a day
- Launched a technical mentoring program leading to 40 engineers reaching a peer-recognized expert level
- Led a tiger team to shift 900 engineers to continuous delivery for over 150 pipelines from their previous manual release processes
- POC Github Enterprise to shift the company from SVN to Git
- Evangelized automated UI testing using Saucelabs for the entire company

Engineering Manager of Productivity

2013 to 2014

- Created a new team to focus on developer productivity, community, and happiness
- Built a continuous delivery pipeline for all Node.js software for over 200 repositories
- Spearheaded the first coding standards for C++, Java, and Javascript
- Led the effort for the first company-wide bug cleansing day resulting in a 30% stale ticket reduction

Technical Lead of Yahoo News

1999 to 2008

- Designed and built the #1 news website in the world, sustaining the most significant news day in US history, 9/11
- Technical lead and mentor for a team of 30 engineers to deliver news-based products to sustain the most demanding and diverse content needs of the industry
- Hands-on coding and leading teams to deliver Yahoo Weather data to the first iPhone and re architected the system to withstand billions of requests a day
- Collaborated with the general managers, advertising delivery teams, product managers, designers, editors, and external content partners (New York Times, Associated Press, Reuters, and 50+ newspapers) to produce and deliver timely and engaging Yahoo news content for 100+ million users.

Silicon Graphics (1993 - 1999)
Member of Technical Staff

San Francisco
1995 to 1999

VOLUNTEER & OPEN SOURCE

Founder, impactfulengineer.org - Inspiring engineers through interviews with engineering leaders
 OSS Contributor, AntennaPod podcast App - Java-based mobile app - top 10 contributor

TECHNICAL SKILLS

Java, PHP, Python, Javascript, Docker, Gitlab CI, GitHub Actions, Splunk, Kubernetes, AWS, MYSQL, Jenkins, Linux

EDUCATION

University of California, Berkeley 1992 - Letters and Science, Computer Science
 San Francisco State University, 2022- present - Master of Education, Instructional Technologies