



Robert James Kaes

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Profile

Accomplished senior software engineer and architect with 20+ years of expertise in web and network application development. Seeking to leverage extensive experience and knowledge to deliver innovative solutions while optimizing whole system performance and reliability.

Experience

SCOTLYNN COMMODITIES INC, VITTORIA ON

PRINCIPAL SOFTWARE ENGINEER

JUNE 2023 – PRESENT

EPUBLISHING LLC, DOVER DE

CHIEF SOFTWARE ARCHITECT

MARCH 2021 – JUNE 2023

SENIOR VICE PRESIDENT: SOFTWARE ENGINEERING

MAY 2012 – JUNE 2023

DIRECTOR OF SYSTEMS & TECHNOLOGY

MAY 2007 – MAY 2012

LEAD APPLICATION DEVELOPER

DECEMBER 2005 – MAY 2007

- Designed and created a culture and environment of continuous integration and test-driven development. Setup Jenkins CI and created custom tooling and integrations around code coverage and style guidelines. Coded automated deployment system to streamline releases. Increased code coverage to 100% for main Rails engines.
- Upgraded 200k LOC Rails application through two major Rails releases with no loss of functionality or downtime.
- Created adaptive load-monitoring to automatically scale Rails worker processes. Eliminated public HTTP 503 errors without requiring hardware over-provisioning while improving hardware utilization.
- Wrote and implemented Solr search (creating schema and Ruby integration logic) to improve the performance of public API and CMS admin tools. Database changes are replicated in real-time to Solr servers providing immediate feedback to users. Eliminated slow database performance.
- Designed multi-layer caching solution (from varnish through nginx to Rails) that significantly reduced application footprint while increasing site responsiveness.
- Developed numerous CMS solutions (first with Perl, then PHP, and later Ruby on Rails) for magazine publishers. Brought modern SEO and eCommerce to their brand thus improving site financials and growing online presence.
- Trained and mentored scores of developers through discussions, code reviews, and bespoke tooling to guide them toward clean, secure, and reliable software practices.

- Led, planned, and organized multiple migrations from hosted infrastructure to private cloud. Reduced operating and capital expenses while improving reliability and performance.
- Initiated DevOps requirements via puppet and git for automated infrastructure configuration and management. Reduced user errors in virtual machine deployments and improved turn-around time while centralizing knowledge.

FLARENET INC, SIMCOE ON

OWNER, OPERATOR, PRESIDENT

APRIL 1998 – JUNE 2005

- Started and grew ISP to serve rural community.
- Created accounting and billing software solutions for managing and tracking Internet customer usage and corporate expenses.
- Developed company website and customer portal.
- Designed and implemented an early email spam filtering system.
- Administered all physical network and IT infrastructure and equipment.

Technical Skills

- Ruby and Ruby on Rails
- Test Driven Development
- git / GitHub / BitBucket
- MySQL / PostgreSQL
- Apache / nginx / varnish
- Solr / Redis / memcached
- Perl / C / C++
- Unix System Administration
- Jenkins