Matt Sherman

Senior Full Stack Software Engineer, Tech Lead, and Manager

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Full stack software engineer with extensive experience delivering commercial and open-source applications in the e-commerce, content management, and security industries. Proven track record in technical and project leadership. A decade of experience working with fully distributed teams.

Experience

Senior Software Engineer, Automattic   Remote   2020–2024

- Delivered new admin dashboard, analytics, and management features for WooCommerce using React and TypeScript, to improve performance, responsiveness, and user experience
- Designed and implemented reusable React components to improve consistency and developer efficiency
- Implemented REST APIs, for both internal consumption and third-party integrations
- Improved usability and accessibility of WooCommerce and nine commercial extensions
- Engaged with third-party developers to gather feedback and share best practices
- Collaborated with product management to define and prioritize project scope, timelines, and deliverables
- Mentored new team members, facilitating effective onboarding and development process integration
- Maintained team handbook, ensuring clear understanding of processes and best practices
- Conducted regular code reviews, end-to-end tests in Playwright, and unit tests in Jest, ensuring code maintainability
- Analyzed and resolved customer-reported bugs, enhancing customer satisfaction

Software Engineering Manager, Automattic   Remote   2017–2020

- Led agile delivery team focused on continuous delivery of React-based admin management features for WordPress.com, to improve user experience
- Collaborated with product management on priorities and deliverables, promoting cross-team communication
- Published weekly team updates, ensuring clear communication of project status and blockers
- Led grooming and planning sessions for the team, ensuring shared understanding of requirements and timelines
- Facilitated team retrospectives to identify areas for process improvement and increased efficiency
- Supported team growth and development through regular one-on-one meetings and mentoring
- Completed Reboot leadership training, enhancing management skills

Senior Software Engineer, Automattic   Remote   2014–2017

- Developed site admin management features for WordPress.com using React and JavaScript, to enhance usability and performance
- Created event-driven email and push notification framework and API, enabling user engagement improvements and increased customer success
- Implemented usability improvements for Cloudup using JavaScript and Node
- Conducted regular code reviews, ensuring maintainable code and adherence to best practices

Staff Software Engineer / User Experience Designer, Lenel

Pittsford, NY 2007–2014

- Led front-end development and UX design for multiple security product lines, promoting consistency and usability
- Maintained UI design guidelines, including a focus on localization and accessibility
- Architected and delivered desktop applications in C# and web applications in JavaScript
- Formed and led new user experience team, hiring initial team members

Tech Lead / Software Engineering Manager, Lenel

Pittsford, NY 2003–2007

- Managed front-end team and led the creation of a JavaScript framework for security applications
- Designed and implemented reusable UI components in HTML, CSS, and JavaScript, to improve consistency and developer efficiency
- Oversaw project scope, timelines, and deliverables in collaboration with product management
- Promoted best practices, shared understanding, consistency, and maintainability through regular code reviews
- Supported team members through regular one-on-one meetings and performance reviews

Tech Lead / Software Engineering Manager, Lenel

Pittsford, NY 2000–2003

- Led development of service-oriented architecture for security management applications implemented in C#
- Managed a team of developers focused on Windows-based security management applications in C++
- Architected and implemented LDAP and WMI integration APIs, enabling third-party integrations
- Established UI design guidelines and trained team on best practices

Software Engineer, Lenel

Pittsford, NY 1997–2000

- Implemented custom messaging delivery system in C++
- Implemented Java-based license server, with web-based admin and clients written in C++ and Java, enabling per-seat and capacity-based licensing of product features
- Implemented web-based visitor and access control management applications
- Led localization effort for the OnGuard security product line and trained team on best practices

Skills

Languages:	TypeScript, JavaScript, HTML, CSS, PHP, C#
Programming paradigms:	Object-Oriented, Functional, Procedural, Declarative
Frameworks:	React, Redux, Node, Deno, WordPress, WooCommerce, .NET
Testing:	Jest, Playwright, PHPUnit
Tools:	Git, GitHub, VS Code, Docker, MySQL
Methodologies:	Agile, Scrum, Kanban
User experience:	UX Design, Localization, Internationalization, Accessibility

Education

Rochester Institute of Technology

Rochester, NY 1994–1998

Bachelor of Science, Computer Science

Concentrations in computer graphics and mathematics.