

# CEA STAPLETON CORDASCO

Madison, WI | [Linkedin.com/in/ceaess](https://www.linkedin.com/in/ceaess)

## PROFESSIONAL SUMMARY

- Action-oriented people and technical leader with infrastructure roots
- Strong track record of creating and growing diverse & high performing engineering teams
- Decisive and adaptable while bringing clarity to rapidly changing engineering environments
- Adept at aligning teams, process, and technology to organizational goals

## EXPERIENCE

### BLOCK/SQUARE

I currently serve as the engineering manager for Authorization Infrastructure, an extremely cross-functional role across the foundational org; we are the front door for Block's infrastructure, ensuring authorization of all communication into our systems. I have grown this team from its first incarnation as BeyondTeam with one internal transfer to seven engineers. Prior to the creation of BeyondTeam, I developed and grew a different brand new team focused on engineering solutions to Software Supply Chain problems.

#### Senior Engineering Manager, Authorization Infrastructure

September 2022 – Present

Block, Remote from WI

- Lead the Authorization Infrastructure team focused on retiring bespoke authorization systems in favor of commercial solutions while simultaneously evolving authorization at Block to an extensible, easy to use set of systems around which we can make policy guarantees.
- After priorities changed at Block, regrew the team from 1 to 7 in 5 months; the team is the most diverse in our department
- Regularly mentor other groups on hiring high performing diverse teams, effective customer communication as an internal-facing org, and more
- Responsible for broad improvements and simplification that led to time savings across all of Foundational Engineering

#### Senior Engineering Manager, BeyondTeam

January 2022 – September 2022

Block, Remote from WI

- Lead the Beyond Team focused on a custom implementation of Google's BeyondCorp and BeyondProd for Block. Traditional Engineering Management role responsible for technical and people leadership.
- Mentored three new managers, with special focus on skill development and recruiting (ensured their hires also took place efficiently across the board)
- Advocated for improvements in company leadership training and for neurodiversity accommodations
- Grew a new BeyondProd and BeyondCorp team from 0 to 5 as well as leading engineering work enabling secure access and auth across Block

#### Senior Engineering Manager, Software Supply Chain Security

March 2021 – January 2022

Block, Remote from WI

- Lead the Software Supply Chain Security team focused on engineering security solutions integrated into systems across Block. Traditional Engineering Management role responsible for technical and people leadership.
- Grew the brand new Software Supply Chain Security team from 2 to 5 in three months
- Created an annual plan to split responsibilities into two teams (Supply Chain & Vulnerability Engineering), which was fully funded in a competitive funding cycle
- Mentored three new managers, with special focus on skill development and recruiting (ensured their hires also took place efficiently across the board)
- Advocated for improvements in company leadership training and for neurodiversity accommodations

### HEROKU - A SALESFORCE COMPANY

I served as lead engineer on the Runtime Infrastructure team as part of a brief return to a more technical role. Prior to this transition I led Runtime Infrastructure, managed many aspects of the larger Runtime department and spearheaded process changes in broader Heroku.

## **Lead Member of the Technical Staff**

**September 2019 – March 2021**

Heroku - A Salesforce Company, Remote from WI

- Lead and delivered a sharded containerization layer of the Common Runtime, enabling new production environment creation in less than 3 hours (previously 3 total production environments, roughly 10 years ago)
- Modernized infrastructure management with Terraform, Go, & Ansible
- Established informal cross-team mentoring program to fill gaps for junior and women engineers

## **Senior Software Engineering Manager**

**May 2019 – September 2019**

## **Software Engineering Manager**

**April 2018 – May 2019**

Heroku - A Salesforce Company, Remote from WI

- Transformed the hiring process across Heroku engineering while ensuring both team and recruiting needs were met
- Established Heroku as the standard for Trust and Vulnerability Management across Salesforce Clouds by leading effort to track and patch a fleet of over 30,000 instances
- Executed on 3 departmental reorganizations while ensuring project continuity and engineer career planning transition
- Lead teams of varying sizes from 3-15 while managing multiple cross-department engineering projects

## **ELASTIC**

### **Site Reliability Engineer**

**February 2018 – March 2018**

Remote from WI

## **ETSY**

### **Interim Manager - Provisioning Team**

**December 2017 – February 2018**

### **Web Operations Engineer - Provisioning Team**

**September 2017 – February 2018**

Remote from WI

- Served as interim manager reporting to the department director. Provided people and project management
- Shepherded exploratory project work through Etsy-wide architectural review
- Streamlined bare-metal provisioning practice and then modernized it using Terraform, Jenkins and Inspec

## **HEALTHFINCH**

*Prescription refill management and healthcare visit planning*

### **Operations Engineer**

**April 2016 – September 2017**

### **Software Engineer**

**November 2015 – April 2016**

Remote from WI

- Managed a department of 1, transforming existing ad-hoc infrastructure into managed infrastructure
- Lead transition towards auditable, in-code infrastructure solutions. This included automated server deployments, AMI building and maintenance, automated instance cycling, security improvements, infrastructure tests, database improvement and maintenance etc.
- Developed scalable test-driven health applications using Ruby, Ruby on Rails, JavaScript, and other technologies as needed

## **UNIVERSITY OF WISCONSIN - MADISON**

### **Lecturer**

**Summer 2015**

Madison, WI

- Lectured, advised, and managed (both TA and students) Computer Science 270 Data Structures

## UNIVERSITY OF WISCONSIN - MADISON

**Web Developer**

**January 2015 – November 2015**

Madison, WI

- Extended, and updated the open source CWIS application; worked to bring modern technologies to 10+ years old PHP application including: sass, responsive design, Unit testing, Integration testing
- Provided support to software users, introduced features to CWIS base and Scout's individual collection projects ATECentral and AMSER through user experience interviews, partnered QA testing, and usage data

## BENDYWORKS

*Ruby software consultancy*

**Software Engineer**

**March 2014 – January 2015**

Madison, WI

- As a consultant, developed scalable test-driven web applications for varied clients using Ruby, Ruby on Rails, JavaScript, Ember, Angular, Sinatra, Wordpress and other technologies as needed
- Followed Agile methodologies and pair programming

## H20SCORE/METERHERO

*Water conservation startup*

**Lead Developer**

**June 2013 – March 2014**

Madison, WI

- Solo developer on a team of 5; created MeterHero application in Django using PostgreSQL and Heroku while managing existing application in PHP/Zend Framework
- Developed custom PDF reporting tool and data analysis system for water utilities, reporting residential water usage and incentivize conservation

## EDUCATION

Bachelor of Arts in Religious Studies / Lawrence University, Appleton, WI

*Magna cum laude, Phi Beta Kappa*

Bachelor of Science in Information Technology / University of Wisconsin - Milwaukee, Milwaukee, WI

Graduate Coursework in Computer Science / University of Wisconsin, Madison, WI

## TECHNICAL SKILLS

**Languages:** Python, Ruby, PHP, Go, JavaScript, Bash

**Frameworks:** Django, Rails, Sinatra

**Cloud Platforms:** GCP, AWS

**Logging & Alerting:** Datadog, Librato, Splunk, Snyk, ThreatStack, SumoLogic

**Infrastructure Management:** Terraform, Ansible, Chef, CloudFormation

**Testing:** Testinfra, Awspec, InSpec, TestKitchen, ServerSpec, RSpec, PyTest, Selenium, PHPUnit