

KEVIN SMITH

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SUMMARY

Engineering leader with 15+ years of experience building and scaling engineering organizations from startup to enterprise. Track record of growing teams to 50+, owning multi-million dollar budgets, and delivering products that drive acquisitions and new revenue. Equally comfortable standing up engineering teams from scratch, shipping v1.0 on strict deadlines, or introducing AI-driven workflows across an organization. Over a decade of experience leading distributed, remote teams. Maintains deep technical fluency, from distributed systems in Go, Elixir, and Python to building custom AI agent tooling, and actively engages in architectural decisions and hands-on problem solving.

SKILLS

AI/LLM (Claude, Claude Code, OpenAI, LangChain, LangChainGo, Ollama, LM Studio, MCP, Goose), Project management, Agile development, Scrum, Kanban, Airflow, Argo Workflows, Snowflake, PrestoDB, Kubernetes, Terraform, AWS cloud, GCP cloud, Docker, CI/CD, Observability, Platform engineering, Site Reliability Engineering (SRE), Go, Python, Elixir, Erlang, C/C++, Bash, SQL, Postgres, RDS, GraphQL, Ansible, Automation, Devops, Git, Github, Jenkins, JIRA, Packer, SaaS development

EXPERIENCE

Founder & Principal Engineer, Poiesic Systems // August 2025 – Present

- Built [Collabchek](#), a code analysis tool that reveals collaboration patterns in development workflows by analyzing pull requests and team interactions using AI-driven sentiment analysis, helping engineering leaders identify knowledge silos and optimize team performance
- Developing [nib](#), an open-source CLI tool providing editorial infrastructure for fiction writers including project management, manuscript assembly, and continuity tracking; used to complete a 93,000-word novel
- Built Chamacs, a Go-based TUI chat client supporting multiple LLM providers (Anthropic, OpenAI, Ollama) with MCP server integration and persistent memory management
- Built Memorit, a Go-based semantic memory system using vector embeddings with hybrid search combining vector similarity, conceptual matching, and keyword search for memory-augmented conversational AI

Engineering Manager, ShareFile // June 2023 – August 2025

- Managed three engineering teams totaling 14 direct reports: Vertical Solutions, Design System UX, and Search
- Shipped ShareFile's first vertical solution on the company's proprietary platform, generating \$500K in new ARR
- Built an AI agent workflow combining Claude and OpenAI with custom MCP servers and Block's Goose agent UI, adopted by the majority of engineering management and product management
- Developed custom MCP servers including a Jira interface with built-in ticket hierarchy summarization and a read-only Asana client
- Mentored peer managers and organized monthly lunch-and-learn knowledge sharing sessions

Sr. Software Engineer, Outerbounds // Mar 2022 – Jan 2023

- Joined as an early engineering hire to gain hands-on experience with ML infrastructure, helping bring the company's first product to market
- Contributed to the open source project Metaflow including innovative event-driven workflow support on Kubernetes, bug fixes, and automated Python package builds and publishing on PyPI
- Built v1 of orchestrated training workflows on Kubernetes using Argo Workflows

Sr. Director – Service Fabric Platform, Digital Realty // May 2020 – Mar 2022

(Formerly Pureport – acquired by Digital Realty Feb 2021)

- Reformed development and roadmap planning practices at Pureport, enabling teams to ship a major feature ahead of schedule and facilitating acquisition by Digital Realty
- Led 16 engineers across two teams as lead technical manager responsible for Digital Realty's first global network automation product targeting long-haul and LAN datacenter networks
- Reported directly to CTO with ultimate delivery responsibility; Service Fabric 1.0 deployed on-time in February 2022
- Used Airflow extensively as the platform's workflow execution engine
- Expanded development and SRE teams, hiring dedicated team managers for each
- Established product development best practices and improved cross-functional relationships with security, compliance, IT, and HR

Sr. Site Reliability Engineering Manager, CircleCI // May 2019 – May 2020

- Managed 3 engineering teams totaling nearly 30 engineers during a period of explosive growth
- Improved development practices yielding smoother and more frequent deployments
- Implemented new roadmap process with product management for feature scoping and scheduling
- Rolled out formal engineering team manager role and established programs to develop technical and business leaders from within
- Scaled Mac build infrastructure from 120 nodes to over 300

Sr. Eng Manager – Real-time Bidding & DataOps, Adroll // May 2017 – May 2019

- Led Real Time Bidding and Personalization teams deployed globally on AWS, integrating with over a dozen ad exchanges
- Operated Erlang-based bidders handling over 2,000 requests per second (~7 billion requests per month)
- Built and maintained data pipelines to collect bidding results and stream them back to the training environment, enabling the data science team to optimize bidding strategies
- Managed annual \$6M AWS budget
- Used PrestoDB extensively for large-scale data querying across distributed datasets
- Built custom Python/Pandas tools for cost analysis, capacity planning, and usage prediction, several adopted by other teams

Co-Founder & CTO, Operable // Feb 2015 – Apr 2017

- Designed and built Cog, a chatops bot with ACL/RBAC support via custom DSL, first-class dev/test/production environments, and deep Docker integration; customers included Kickstarter
- Built on an Elixir core with a custom Docker integration in Go and a Markdown templating engine in C/C++ for performance

Team Lead – SRE, Planet Labs // Feb 2014 – Feb 2015

- Created Planet Labs' first SRE team, building the compute grid and storage infrastructure critical to downloading and processing satellite imagery
- Owned performance and availability of the company's main public site

VP of Engineering, Chef // Jun 2011 – Jan 2014

- Led all product engineering efforts, collaborating with sales, marketing, and the Chef OSS community on roadmap definition and delivery
- Led rewrite of Chef Server enabling the company to move upmarket, directly securing two \$1M+ ARR enterprise deals (Facebook, Riot Games)
- Grew product engineering from 8 to 50 engineers and created a UX practice
- Promoted majority of team leads and managers from existing employees

EDUCATION

Bachelor of Science (BS), Business Admin & Logistics
CSU Stanislaus