NATE ROHWEDER
SOFTWARE ENGINEERING MANAGER

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SUMMARY

Engineering Manager with 9+ years of software development experience and 3+ years leading high-performing frontend and platform teams. Deep experience in React and modern web technologies, with a proven track record of delivering elegant, scalable user-facing products in fast-paced, mission-driven environments. Skilled at fostering cross-functional collaboration across engineering, product, and design to drive measurable impact. Passionate about building healthy team culture, improving developer experience through automation and tooling (CI/CD, observability), and scaling engineering practices to support growth and iteration. Thrive in remote settings where autonomy, ownership, and continuous improvement are core values.

TECHNICAL SKILLS

Leadership & People Management, Mentorship & Career Growth, Agile/Scrum, Roadmapping & OKRs, Cross-functional Collaboration, Technical Hiring, React, Next.js, TypeScript, JavaScript, Accessibility, A/B Testing & Feature Flagging, UX Collaboration, Design Systems, CI/CD (GitHub Actions, Jenkins), Developer Tooling, Observability (Datadog, Sentry), Testing Strategy (TDD, Integration & E2E), Documentation Strategy, ADR Authoring, System Design, Scalable Web Architecture, Node.js, Golang, GraphQL (Apollo, Hasura), Postgres, Redis, Docker, AWS (ECS, Fargate, S3)

PROFESSIONAL EXPERIENCE

Engineering Manager | Crisis Text Line   **2021 - Present**

Soft. Eng. 2 ➔ Sr. Soft. Eng. ➔ Tech Lead ➔ Eng. Manager
- Led multiple cross-functional teams managing 10+ engineers across levels SE2 to Staff.
- Spearheaded frontend modernization using React and TypeScript; improved usability, consistency, and performance across volunteer and internal tools.
- Championed migration to Golang microservices and GraphQL (Hasura, Apollo), driving a scalable architecture aligned with team autonomy and long-term growth and reduced user-facing bugs by 73% from alpha to beta
- Designed CI/CD workflows with GitHub Actions and built internal tooling to streamline delivery—resulting in faster deploys and reduced on-call burden.
- Embedded observability best practices using Datadog, improving incident response and root-cause detection.
- Formalized hiring and onboarding processes, scaling team from 5 to 15+ and creating reusable rubrics, panels, and internal documentation.
- Mentored engineers across career levels; implemented growth frameworks including clear goals, structured feedback, and career pathing.
- Drove org-wide initiatives for incident response, documentation, and engineering productivity improvements.

Software Engineer | NoveList   **2016 - 2021**

QA Eng ➔ Soft. Eng. 1 ➔ Soft. Eng. 2
- Built and maintained full-stack applications using C#, .NET, React, and Backbone across legacy and greenfield projects.
- Served as acting Scrum Master (2018–2020), improving team throughput and agile discipline.
- Supported CI/CD and deployment automation using Jenkins and Git, helping teams ship faster and more reliably.
- Authored test cases, deployment runbooks, and validation processes to support high-quality software delivery.
- Mentored junior engineers and helped define team velocity metrics and delivery reporting.

EDUCATION, ETC.

Code the Dream Practicum Mentor (2024)

AWS Certified Cloud Practitioner (2020)

Certified Scrum Master (2018)

B.S. Anthropology, Appalachian State University (2012)