Ryan Walsh

Software Engineering Manager

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SUMMARY

Software engineering manager with 20 years in software. At FIS, a Fortune 300 fintech, I co-manage 23 engineers who build the React and React Native component library behind the web and mobile apps of 800+ banks, while leading the company-wide, AI-enabled migration of legacy front-ends to TypeScript and Next.js. Still hands-on in TypeScript, React, Next.js, and Node.js, and skilled at helping teams adopt AI coding agents (Claude Code, GitHub Copilot) with guardrails, so they ship faster without losing quality. A principles-based, people-first leader trained at Bridgewater Associates, and a former startup co-founder who owned the profit and loss (P&L).

SKILLS

Leadership: People management (up to 23 engineers, junior to principal), hiring, mentoring and coaching, performance feedback (Radical Candor), technical roadmaps, product ownership, async and Agile delivery, stakeholder management

AI Engineering: Claude Code, GitHub Copilot, Factory AI, ChatGPT, OpenAI API, agentic workflows, AI-assisted code migration, guardrails for AI-generated code (specs, tests, linters, code review)

Front-End: TypeScript, JavaScript, React, React Native, Next.js, design systems, component libraries, theming, Tailwind CSS, SCSS, HTML, progressive web apps (PWA)

Back-End & Data: Node.js, REST APIs, GraphQL, WebSockets, PostgreSQL, MySQL, SQLite (Turso), Prisma, Redis, payment systems, blockchain smart contracts (NEAR Protocol)

Cloud, DevOps & Testing: Amazon Web Services (AWS: Lambda, S3, SES, SQS, RDS, Cognito), Google Cloud (GCP), Vercel, Docker, serverless, GitHub Actions, CI/CD, Git, unit and integration testing (Vitest, Jest)

EXPERIENCE

Software Engineering Manager, FIS **Dec 2024 – Present**

Fortune 300 fintech ($44B) · Remote

- Co-manage 23 engineers (junior to principal) in 4 pods that shipped a design-system library of 60+ React and React Native components, automatically themed and deployed for the web and mobile apps of 800+ banks.
- Lead the company-wide, AI-enabled migration of legacy front-ends to TypeScript, Next.js, and the official component library.
- Joined as Principal Engineer and took on Product Owner duties, working directly with app teams and end users to clarify pain points and priorities.
- Reorganized the team into pods with their own leads, adopted async project management, and automated away human bottlenecks; leadership held up the team's methods as a model across FIS's 65,000 employees.

Fractional Lead Software Engineer, Bold Abundant Future **Jun 2021 – Dec 2024**

Independent consultancy · Remote

- Embedded as a fractional lead engineer at tech startups from 5 to 1,200 employees, coaching teams to write clean, tested, modular, secure, and performant code and to finish projects faster.
- Rejoined Rose.ai at the CTO's request in 2024 as Lead Front-End Engineer and Product Manager for a financial data discovery and visualization platform serving clients such as J.P. Morgan.

Senior Software Engineer, Forte **May 2023 – Dec 2023**

Remote

- Found and fixed friction in the customer payment flows of an online music-lesson marketplace, measurably increasing revenue.
- Contributed from day one despite ambiguous product goals, and quickly became a subject-matter expert across multiple areas of the business and codebase.

Co-Manager and Lead Software Engineer, NEAR Foundation **Jan 2022 – Dec 2022**

Top-20 blockchain · Remote

- Led technical development for the Education Team: managed 2 senior developers and owned the technical roadmap for all tools and systems supporting thousands of students worldwide.
- Architected and built the student portal, and folded an acquired third-party course into the program.
- Built tools that let JavaScript and TypeScript developers write smart contracts without learning Solidity or Rust.
- Managed the senior developer who wrote the Rust smart contracts for NEAR's version of the USDC stablecoin, through which about $250M has flowed.

Lead Software Engineer, GridUnity **Nov 2020 – May 2021**

Remote

- Led front-end development of a platform that helps US electric utilities modernize their grids for electric vehicles, solar, and wind.

Lead Software Engineer, Rose.ai / Better.com **Jun 2020 – Aug 2020**

Remote

- Built systems that let the CEO of a $3B company identify top employees and recruit thousands more like them.

Co-Founder and Technical Lead, Soulmate Strategy **Oct 2015 – Jul 2020**

Remote

- Grew a 2-person online course and coaching business to $41k per month in revenue.
- Architected and built every system (payments, email automation, databases, course portals, internal dashboards, and analytics) while keeping all customer data secure and confidential.
- Built a risk-management system that monitored Facebook ad performance and spend and adjusted it automatically.

Senior Software Engineer and Product Manager, Extrabux **May 2012 – Feb 2015**

Acquired by Ebates, then by Rakuten ($11B) · San Diego, CA and Remote

- Owned the front-end of a cash-back shopping site and led 1 engineer; rebuilt it for internationalization (Chinese, Korean, and Russian), helping it win the Chinese market and become the 156th-fastest-growing US company.

Software Engineer, ItsOn **Jan 2011 – May 2012**

San Diego, CA and Remote

- Built a white-labeled enterprise dashboard for Verizon Wireless, T-Mobile, Vodafone, and other carriers.

Project Manager, Bridgewater Associates **Aug 2006 – Jun 2010**

#1 hedge fund in the world · Westport, CT

- Owned the management report (and the systems behind it) that showed CEO Ray Dalio the health of all ~20 departments; automated data pulls cut preparation time from 10 days per month to 0.
- Managed a team of technologists building company-wide metrics reporting, led Human Resources technology as the firm grew from 250 to 1,000+ employees, and helped teach Ray Dalio's management principles.

EDUCATION

Princeton University, Bachelor of Arts

PROJECTS (BUILT WITH AI CODING AGENTS)

- **Calmplete** (calmplete.ryancwalsh.com): an offline-first task board ranked by importance and urgency.
- **Habits Checklist** (h.ryancwalsh.com): a daily habits checklist with streaks.
- **Private apps**: groceries, family investments, and a one-screen nursery control panel.

Stack: TypeScript, Next.js, Turso, PWA, Tauri.

RECOMMENDATIONS

- "If you're looking for someone who can quickly adapt, lead with integrity, and balance both technical execution and team development, Ryan is an outstanding choice." – Amy Czuchlewski, SVP Technology, FIS
- "I'd hire Ryan again in a heartbeat and wish I could hire 100 more of him." – Justin James, Vice President, ItsOn