

# Matt Harding

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## WORK EXPERIENCE

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### Vanta

*Senior Software Engineer (Full stack)*

**Aug 2022 – present**

*New York, NY*

- Technical Lead for GRC Risk Management team. Architected and built an ISO 27001 risk assessment tool using **ReactJS**, **TypeScript**, and **MongoDB** to help companies improve their security and prepare for an audit.
- Rebuilt authorization (AuthZ) infrastructure using Oso for fine-grained access control. Achieved exact parity and zero downtime during the transition by using Statsig feature flags and a dual-read comparison strategy.
- Led a company-wide initiative to reduce unhandled user-facing errors by 75% by replacing dead-end error states with actionable user guidance. Added cross-team alerting via Terraform and Datadog.
- Earned the 'Ilma's Impact Award' (Q2 2023) for architecting a precomputed caching layer for homepage analytics. Reduced component latency by over 95% (p99 dropped from 2s to 60ms), while maintaining data freshness with a stale-while-revalidate strategy.
- Improved the design consistency of our application by leading a cross-team effort to standardize our typography, color tokens, and brand assets.

### Zippity

**May 2018 – Apr 2022**

*Senior Software Engineer  $\Rightarrow$  Chief Technology Officer*

*Boston, MA*

- Hands-on technical leader. Architected and implemented Multi-Tenancy solution using **PostgreSQL** Row-Level Security, **Python**, and **AWS**. Reduced customer onboarding time from 48 hours to 60 seconds.
- Designed and implemented the Zippity web app using **ReactJS**. Enabled business owners to manage their calendar, see truck routes on a map, view and edit customer data, and send real-time SMS to customers.
- Set the technical direction for Zippity's pivot from a consumer-facing repair business to a B2B SaaS business.
- Hired and managed team of 7 Software Engineers and 2 Product Managers.

### Amazon

**Aug 2013 – Nov 2017**

*SDE I  $\Rightarrow$  SDE II  $\Rightarrow$  Senior Software Engineer (SDE III)*

*Seattle, WA*

- Designed and implemented Amazon Fresh Fulfillment Planner to integrate with core warehouse software. Worked with Go-to-market team to launch multiple new businesses with delivery/pickup times under 1 hour: Prime Now, Amazon Fresh Pickup, Campus Instant Pickup, Treasure Truck.
- Built Amazon Fresh Cartonization service in **Java**. Reduced amount of packaging per grocery order by 15%.
- Led team in a multi-month initiative to improve operational excellence, reducing pager incidents by 50%.
- Conducted over 100 interviews. Onboarded and mentored 14 team members.

## EDUCATION

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### Dartmouth College

**May 2013**

*B.A. Computer Science and Mathematics*

*Hanover, NH*

- Summa cum laude, High Honors in Computer Science and Mathematics, Phi Beta Kappa
- Senior Thesis in Computer Science: "Polynomial and Query Complexity of Minterm-Cyclic Functions"

## SKILLS

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- **Languages:** Typescript, Javascript, Python, HTML, CSS, Java, Ruby, Swift
- **Libraries & Frameworks:** React, React Native, Node.js, Flask, GraphQL
- **Cloud & Infrastructure:** Amazon Web Services (AWS), Terraform, Datadog