

# Kerrick Long

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Buffalo, Missouri, United States (remote). Willing to relocate.

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## Summary

Staff software engineer with a passion for agentic development, combining cutting-edge tools & tactics with deep expertise. Former director of engineering (\$30.4MM acquisition exit) who returned to building with technical excellence & executive context. Improves team outcomes through mentorship & service.

## Professional Experience

### Over The Top

Sept 2022 – July 2026

#### Staff Software Engineer

Irvine, CA (remote)

- Co-founded AI task force with executives to research and implement safe and effective use of LLMs and other emerging technologies to reduce costs, increase productivity, and enable new capabilities.
- Created vibe coding environment that combines prompt engineering with deterministic quality gates and process guard rails, enabling business stakeholders to create value with software development.
- Established agent-friendly foundation for the next era of front-end development using C#, .NET, JavaScript, Hotwire Turbo, Stimulus, and Server-Side Rendering (SSR) for better performance & UX.
- Modernized pre-Signals Angular app, enabling the team to ship features faster with improved stability.
- Facilitated DevOps best practices including CI, CD, observability, usage metrics, and phased rollouts.
- Led learning initiatives for software engineers, QA testers, UI/UX designers, and product managers.
- Established agile best practices including retrospectives and cross-functional example mapping.

#### Senior Front-End Software Engineer

Irvine, CA (remote)

- Improved app performance and reliability to reduce support costs and increase net promoter score.
- Designed, implemented, and documented a real-time notifications system with a plugin architecture.
- Increased team throughput and lowered defect rate by introducing CI and CD (continuous delivery).
- Owned and implemented large features, resulting in a 22% year-over-year increase in conversions.

### Upland Software: Second Street

May 2013 – May 2022

#### Director of Software Engineering (Upland)

Austin, TX (remote)

- Reduced operating budget by over 50% to meet corporate profitability targets through restructuring.
- Coordinated cross-departmental efforts to migrate legacy applications from dedicated servers to AWS.

#### Director of Software Engineering (Second Street)

St. Louis, MO (remote)

- Led 16-person engineering department of a \$9.4MM ARR B2B SaaS company to \$30.4MM acquisition.
- Designed lean product roadmap prioritization process to focus on shipping value through deadline-driven feature ranking and customer empathy exercises with cross-functional managers and directors.
- Trained managers in conflict resolution, team building, project management, and talent acquisition.
- Orchestrated the cross-functional response to a high-stakes operational incident by establishing a communication and coordination framework for rapid mitigation while keeping stakeholders informed.

#### Software Engineering Manager

St. Louis, MO

- Doubled engineering team velocity through process innovation, waste reduction, hiring, and coaching.
- Coordinated with managers and stakeholders from each team to align priorities and solicit feedback.
- Established career support framework for software engineers, including formal one-on-ones, reviews, goals, title leveling, and a skill competency matrix to increase retention, job satisfaction, and growth.

## Front-End Engineering Tech Lead

St. Louis, MO

- Developed a software development kit (SDK) and JavaScript API to support third-party integrations, allowing our customers' developers to build single sign-on (SSO), analytics, and enhanced features.
- Built an apprenticeship program to mentor juniors in programming, refactoring, kanban, and design.
- Developed micro front-ends using React.js and webpack to ship a new product with faster load times.

## Senior Front-End Software Engineer

St. Louis, MO

- Innovated our front-end integration strategy by writing a cross-iframe communication library and an embed script to reduce bugs, shorten cycle time, ease debugging, and increase customer satisfaction.
- Developed single page application (SPA) products using Ember.js, Sass, and RESTful JSON APIs.
- Improved regression and defect rate by introducing test-driven development (TDD) using QUnit.

## Front-End Developer

St. Louis, MO

- Built the company's technical foundation for the next decade by investigating front-end frameworks, co-designing a REST-based JSON API with the back-end team, and implementing an Ember.js MVP.
- Enhanced user experience by shipping product features using HTML, Less CSS, JavaScript, and jQuery.
- Designed and developed a no-code responsive web design tool using CoffeeScript and Backbone.js.

## Southeast Missouri State University

Sept 2009 – Sept 2011 (part-time)

### Student Web Developer, Web Design & Support

Cape Girardeau, MO

- Shipped comprehensive redesign of university website (www.semo.edu) using HTML, CSS, and jQuery.
- Enhanced website with calendar and RSS widgets, image sliders, and social network API integrations.

## Projects & Outside Experience

### Kerrick Design, LLC

June 2008 – Present (part-time)

#### Software Developer

Buffalo, MO

- Created Ruby bindings for Ratatui (Rust) to make Terminal UIs (TUIs) in Ruby, used by Sidekiq & more.
- Developed Rooibos, a Ruby framework using The Elm Architecture (MVU) and functional programming.
- Built and deployed a full-stack audio processing app with Ruby, Sinatra, HTML5, CSS3, and JavaScript.
- Shipped Google Chrome extensions with over 10,000 users using HTML, CSS, JavaScript, and JSDoc.

### Long Term Software

Nov 2024 – Dec 2025 (part-time)

#### Software Consultant

Buffalo, MO

- Built and deployed full-stack MVPs using Ruby on Rails, Hotwire, Stimulus, Docker, and Kamal.
- Collaborated using pair programming to diagnose and fix bugs and ship features in a Vue.js web app.

### Manning Publications & IT Revolution

Aug 2012 – Present (part-time)

#### Technical Manuscript Reviewer

Remote

- *Vibe Coding* by Gene Kim & Steve Yegge; *Secrets of the JavaScript Ninja, Third Edition* by Burnham et al.; *The Feedback-Driven Developer* by Ashley Davis; *Sass and Compass in Action* by Netherland et al.

## Skills & Interests

**Technology:** Full-stack JavaScript, TypeScript, Ruby, C#, HTML, CSS, Sass, Angular, Ember.js, Vue.js, React.js, DOM, Node.js, Ruby on Rails, .NET, prompt engineering, agent skills, CLI & TUI development.

**Practices:** Test-driven development (TDD), extreme programming (XP), agile, kanban, lean thinking, continuous integration (CI), continuous delivery (CD), DevOps, vibe coding, AI-assisted development.

**Leadership:** Facilitation, coaching, mentorship, continuous improvement (kaizen), radical candor, talent acquisition, conflict resolution, process improvement, strategic planning, change management.