PATRICK BEESON

ABOUT

Engineering Manager with a proven track record of scaling high-growth platforms and driving engineering excellence through data-backed performance goals. Expert in optimizing delivery velocity and building resilient, high-success-rate systems using globally distributed teams.

SPECIALTIES

» Strategic Engineering Leadership & KPI Tracking

» Agile Transformation & High-Velocity Delivery

» Global Team Management & Talent Development

» Operational Cost Optimization & Vendor Strategy

» Systems Resilience & Technical Re-architecture

TECH STACK

JavaScript • React.JS • TypeScript • Redux • Java • Python • Django • HTML • CSS • PostgreSQL • MongoDB • Docker • AWS • Jira • Claude Code • Github Copilot

MORE

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GitHub » github.com/patrickbeeson

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WORK EXPERIENCE

ENGINEERING MANAGER » ENGINEERING MANAGER L2

Apploi, June 2023 to present

» Directed a globally distributed engineering team to architect a mission-critical onboarding and credentialing service for the healthcare industry

» Surpassed delivery targets with 700+ releases in 2025—averaging 13+ per week—while maintaining a 4.5% Change Failure Rate (CFR)

» Drove a 10% YOY increase in development velocity and a 135% average sprint completion rate by establishing rigorous performance goals for a globally distributed team

» Slashed document management costs by 50% and executed a seamless migration of 500K+ documents via a strategic integration with vendor PandaDoc

» Re-engineered the core credentialing check feature to address technical deficiencies, resulting in a more than 80% improvement in success rates and reduced customer churn

» Spearheaded universal team adoption of AI tools including GitHub Copilot and Claude Code, integrating these into internal systems for AI-accelerated coding
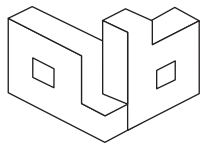
ENGINEERING MANAGER

CrowdStreet, April 2022 to June 2023

» Promoted to manage a multi-team organization, overseeing five direct reports across two distinct pods focused on core financial services including money movement and investor reporting

» Accelerated organizational growth by conducting 25+ interviews to double the engineering team headcount while slashing the hiring feedback loop by 50% through process redesign

» Directed the launch of a multi-round funding feature that unlocked a potential 10% increase in IRR for investors

» Developed a career growth plan for an associate engineer, facilitating their transition from front-end to full-stack development and securing their subsequent promotion

SENIOR ENGINEER » TEAM LEAD

CrowdStreet, March 2015 to April 2022

» Engineered and scaled a proof-of-concept into a market-leading investment platform as a founding engineer that facilitated $4 billion in investments and 700+ deals, driving $500 million in total revenue

» Built and oversaw critical integrations for e-signing, accreditation, and KYC/AML compliance, which significantly reduced investor friction and increased sponsor trust

» Directed a team to automate the investment lifecycle, resulting in a 70% reduction in manual workload for internal operations staff

» Led the transformation of a legacy Python/Django monolithic application into a modern React.js and Java microservices architecture, achieving a 5x improvement in system performance

PATRICK BEESON

DIRECTOR OF DIGITAL STRATEGY

The Variable, January 2014—March 2015

» Orchestrated the web strategy and implemented front-end development for a comprehensive regional rebranding of Lowes Foods, aligning digital architecture with new brand identity

» Engineered a custom application for Lowes Home Improvement to conduct rapid hypothesis testing on DIY consumer behavior, directly informing national retail strategy

» Served as the primary technical consultant for national clothing retailer Soffe, establishing modern standards for web development, design, and user experience

» Devised and deployed an internal business intelligence toolset and a scalable web application environment to streamline agency-wide data analysis

DIRECTOR OF DIGITAL COMMUNICATIONS

Wake Forest University, December 2011—January 2014

» Directed a team of five developers to engineer and maintain the global web presence for a top-tier university, overseeing strategic hires to expand internal capabilities

» Spearheaded the launch of a flagship capital campaign platform, integrating complex data workflows with BlackBaud to successfully achieve a $1 billion+ funding target

» Cultivated technical talent by coaching part-time staff into full-time engineering roles, demonstrating a commitment to long-term career growth and internal promotion

» Managed the comprehensive upgrade of the university's on-premise server environment and the enterprise-wide rollout of a centralized WordPress CMS

WEBMASTER

Virginia Tech Carilion Research Institute, December 2010—December 2011

» Engineered a high-performance CMS using Python/Django to support the institute and its research labs that outpaced the existing application in both feature deployment and performance

PROJECT MANAGER » CONTENT MANAGER

Scripps Interactive Newspaper Group, February 2007—December 2010

» Directed the inaugural national enterprise deployment of a Django-based CMS, successfully migrating and powering 14 major newspaper websites

» Represented the organization within Yahoo! and Amazon consortiums to negotiate and execute content-distribution strategies that measurably increased web traffic and ad revenue

» Served as the bridge between product management and engineering to triage and resolve complex support tickets, ensuring platform stability and feature parity

ONLINE PRODUCTION EDITOR » WEB APPLICATION DEVELOPER

The Roanoke Times and roanoke.com, May 2005—February 2007

» Directed the front-end architecture for the comprehensive redesign of roanoke.com, implementing a system for dynamic updates and responsive layouts across varying screen sizes

» Engineered front-end solutions optimized for web accessibility and search engine visibility, directly contributing to increased user engagement and advertising revenue

EDUCATION

UNIVERSITY OF ALABAMA

Master of Arts, Journalism, 2003—2005

APPALACHIAN STATE UNIVERSITY

Bachelor of Science, Public Relations, 1999—2002

CONTINUING EDUCATION

PYTHON PROGRAMMING, O'Reilly School of Technology

PROJECT LEADERSHIP, Griffin Tate Group

PROJECT MANAGEMENT CERTIFICATE, University of Tennessee

PROJECT MANAGEMENT EXAM: INTENSIVE REVIEW, University of Tennessee

AWARDS & RECOGNITION

QUARTERLY VALUES AWARD FOR "RESPECT", CrowdStreet, 2021

OUTSTANDING DEVELOPER OF THE YEAR, CrowdStreet, 2016

SMALL AGENCY OF THE YEAR, Advertising Age/The Variable, 2015

GENERAL EXCELLENCE IN ONLINE JOURNALISM (MEDIUM NEWSROOM), Online News Association/ The Roanoke Times, 2006

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