

Russell “Rusty” Geldmacher

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Summary

Senior technology leader combining hands-on engineering expertise with management experience across multiple domains and technology stacks. Demonstrated success in modernizing systems, automating infrastructure, and establishing engineering practices that enable teams to deliver with confidence and speed. Seeking an architect/principal engineer role where I can apply my technical depth and leadership experience to drive transformative initiatives that elevate engineering capabilities.

Skills

- Ruby, Ruby on Rails
- DevOps & administration
- AWS & Cloud architecture
- Web architecture
- Automated testing
- Continuous integration
- Agile, Scrum, Kanban
- PostgreSQL, MySQL
- Terraform, Ansible, CDK
- Redis, ElasticSearch, RabbitMQ
- App servers, load balancing
- Docker, ECR
- HIPAA, HITRUST, CEHRT
- Git, GitHub admin, CircleCI
- SQL
- JavaScript, some TypeScript

Career

Amazon - Seattle, WA (remote)

One Medical was purchased by Amazon in 2023

SDE III (L6 Senior SDE), February 2023 to Present

- Spearheaded effort to break down One Medical’s Ruby on Rails monolith into smaller domain services, focusing on functionality owned by a specific sub-organization. Solved extraction issues including data consistency and zero-downtime service migration.
- Created “Future of the Monolith” working group for One Medical’s central technology service. Successfully modularized the nearly 1M LOC Ruby service using [Packwerk](#). Established team-based ownership assignments for each module, achieving 100% code ownership.
- Coordinated campaigns to help clean up and address technical debt in the code base. These included removing unused API end points, removing unused classes and rake tasks, and removing all last usage of deprecated v1 APIs in order to clean those out of the code.
- Led the project to get One Medical’s Ruby on Rails monolith through the Amazon security review process. At the time, it was the largest single security review that Amazon acquisitions security had ever done.

One Medical - San Francisco, CA (remote)

Stack: Ruby, Rails, React, Puma, MySQL, Elasticsearch

Operations: AWS, ECS, SNS/SQS, LaunchDarkly, Terraform, Docker, Prometheus, Grafana

Iora Health was purchased by One Medical in 2021

Senior Staff Engineer, October 2022 to February 2023

- Switched back to engineering, stayed on EE to help onboard the new manager.
- Moved to mostly supporting the teams within manager's (director) organization when they needed extra help with architecture or navigating tricky problems.
- Most role highlights in Amazon list.

Senior Engineering Manager, September 2021 to October 2022

- Started the Engineering Efficiency team (later to become Engineering Experience) whose goal is to build tooling and mechanisms to improve development ergonomics, allowing developers to focus more time on solving problems in their domain.
- Launched many successful efforts such as rolling out support for GitHub Code Spaces, automating Rails upgrades, and CI/CD for the local development environment setup scripts.

Iora Health - Boston, MA

Stack: Ruby, Rails, EmberJS, Postgresql, Elasticsearch, Redis, RabbitMQ

Operations: AWS, Ansible, Docker, Packer, HAProxy, Sensus, Fluentd, Kibana, Grafana, InfluxDB

AWS: ECS, RDS, ElastiCache, Route53, ELB, GuardDuty, DMS, S3, Lambda, CloudFront

Director of Engineering, June 2018 to September 2021

- Led engineering management team with all engineering managers reporting to this role. Established processes for engineer development, hiring, onboarding, performance evaluation, and consistent management practices.
- Designed and launched Iora Engineering's title ladder, role descriptions, and competency matrix to increase fairness and consistency in evaluations.
- Overhauled engineering's interviewing process to increase objectivity, standardize focus areas, and reduce bias. Standardized onboarding process to accelerate new hire productivity.
- Initiated a process of lightweight, quarterly feedback for all engineers and managers. Created a formal goal-setting process between managers and their reports. Formalized the management team and helped orient new managers.

Platform Architect, June 2019 to September 2021

- Served as the architect and owner of Iora's cloud platform technology and associated roadmap in addition to role as engineering director.
- Set architectural goals, prioritized deliverables, and ensured on-time project completion.
- Directed platform team through migration to third-party managed services, containerization of workloads, implementation of dedicated on-call rotation, and improved system performance visibility.

Senior Staff Engineer, June 2015 to June 2018

- Built features for Iora's Electronic Health Records system (Chirp) using Ruby on Rails SOA backend and Backbone frontend. Migrated frontend from Backbone to EmberJS. Implemented user-facing features, Rails APIs, and backend business processes.
- Contributed to platform team creation, responsible for all aspects of cloud operations, monitoring, reliability, scalability, and compliance.
- Revamped platform automation suite (Ansible, Packer) for consistency and reproducibility across environments. Introduced immutable machine images and zero-downtime system rebuilds during work hours.
- Introduced comprehensive monitoring, alerting, and metrics collection throughout all environments by implementing Sensu, InfluxDB, and Grafana.
- Transformed development group into cohesive teams with agile processes to reduce WIP, increase visibility, and implement regular retrospectives, evolving company-wide work methodologies.

Sermo WorldOne - Boston, MA

Stack: Ruby, Rails, PostgreSQL, RSpec, Redis, Resque, AWS, Puppet, Git, Nagios

Migrated from physical data centers to AWS, implemented automation with Fog/Puppet for provisioning and Nagios/Monit for monitoring. Modernized Rails applications from 2.3.x to 3.2.x, led migration from MySQL to PostgreSQL, replaced JBoss-based ESB with Resque, implemented asset pipeline. Led scrum team delivering features while establishing standardized practices that enhanced velocity and predictability.

Principal Engineer, June 2013 to June 2015

Senior Engineer, November 2011 to June 2013

Velir Studios - Somerville, MA

Stack: .NET, C#, ASP.NET, JavaScript, CSS, HTML, NUnit, NHibernate, Spring.NET, MS SQL Server, IIS, Subversion

Helped grow company from 7 employees to a 50-person, multi-million dollar consultancy with household-name clients. Gained full project lifecycle experience from pitch through maintenance. Built websites with various team sizes, led project implementations, and developed Velir's data visualization platform.

Principal Developer, October 2009 to November 2011

Senior Developer, November 2006 to October 2009

Intel Corporation - Hudson, MA

Embedded Linux Software Engineer, June 2003 to November 2006

Worcester Polytechnic Institute - Worcester, MA

Teaching Assistant, August 2001 to May 2002

Intel Corporation - Hudson, MA

Summer Intern, Summers 2000 & 2001

Education

Worcester Polytechnic Institute – Worcester, MA

Master of Science - Computer Science

- Graduated May 2003
- Teaching Assistant

Worcester Polytechnic Institute – Worcester, MA

Bachelor of Science - Electrical Engineering (Concentration in Computer Engineering)

- Graduated May 2001
- Tau Beta Pi National Engineering Honor Society
- Eta Kappa Nu National Electrical Engineering Honor Society

Links

- [GitHub \(http://www.github.com/rustygeldmacher\)](http://www.github.com/rustygeldmacher)
- [LinkedIn \(https://www.linkedin.com/in/rusty-geldmacher\)](https://www.linkedin.com/in/rusty-geldmacher)
- [Stack Overflow \(http://stackoverflow.com/users/214112/rusty\)](http://stackoverflow.com/users/214112/rusty)

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