PAUL WILLIAM DOWNING

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SUMMARY

Full-stack software engineer with 10+ years of experience building production web applications at scale. Strong across the entire stack from architecture and API design to frontend implementation. Former engineering manager with direct experience hiring, onboarding, and developing engineers. Open to senior IC or technical lead roles, with a focus on sports tech and real-time data products.

TECHNICAL SKILLS

Languages: TypeScript, JavaScript, Ruby, Python, HTML5, CSS3
Frameworks & Libraries: React, Redux, Next.js, Ruby on Rails, Node.js, Express
Testing: Jest, React Testing Library, Enzyme, RSpec, Capybara
Design & UI: Tailwind CSS, Bootstrap, Material UI, Storybook, Custom CSS
Tooling & DevOps: Git, Webpack, Babel, NPM, Yarn, Sentry, CI/CD Pipelines
Infrastructure: Netlify, Heroku, AWS, Docker, Kubernetes
Other: REST APIs, Machine Learning Models, Google Analytics 4, A/B Testing, Agile, Scrum

EXPERIENCE

Software Engineering Manager, **Kava Labs** Oct 2023 - Dec 2025

- Managed engineering planning and delivery across multiple concurrent product workstreams, coordinating with product and design on scope, timelines, and priorities
- Built and ran the technical interview process, including a pair programming challenge and standardized grading rubric; hired 3 engineers with zero attrition
- Ran weekly cross-functional ceremonies with product and UX to move features from concept to tickets
- Conducted regular 1:1s and performance reviews with engineers at multiple levels

Sr. Software Engineer II, **Kava Labs** Oct 2020 - Dec 2025

- Architected Kava's crypto bridge web application, which processed over $1.6M in transactions within its first 2 months
- Built and launched web interfaces for Kava's 3 chain protocols, contributing to $300M in on-chain value growth over 2.5 years
- Integrated 4 connectable wallet types, increasing daily active users and on-chain TVL
- Optimized CI/CD pipeline and cut average cycle times by 10%
- Built a reusable A/B testing feature with Google Analytics 4 support for product and UX teams
- Implemented a bug tracking workflow that achieved a 95% SLA success rate

Software Engineer, **TeamSnap** Oct 2019 - Apr 2020

- Migrated a key frontend application from MobX to Redux, aligning it with 4 other company frontend projects
- Raised code coverage from 9% to 78% on a medium-sized production application
- Built a shared design library with product and UX, standardizing components across 6 frontend applications
- Added unit tests and CI/CD pipelines to 3 projects

Software Engineer, **Granicus** Jan 2017 - Oct 2019

- Rewrote a user-facing application from Ember.js to React.js to support a post-acquisition integration
- Built a WYSIWYG email template editor with WebSocket support for real-time collaborative editing and drag-and-drop components
- Converted 300+ manual regression tests to automated controller, model, integration, and end-to-end tests, cutting the regression cycle from 2 weeks to 4 days
- Mentored a colleague with no coding background through learning Ruby on Rails

EDUCATION

Bachelor of Science, Sports Management May 2012

University of Minnesota, Minneapolis, MN