Benjamin R. Matthews

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Summary

Seasoned software engineering professional with 13 years of experience in both hands-on technical roles and team leadership. Skilled in driving complex projects from conception to delivery, consistently balancing innovation, quality, and operational efficiency across all phases of the SDLC. Proven ability to build and guide high-performing teams. Eager to leverage my broad technical expertise and leadership experience to drive innovation and growth in a senior engineering or leadership position.

Skills

Languages & Frameworks: PHP, JavaScript, Laravel, Livewire, Filament, Astro
Engineering Stacks: TALL, LAMP, WAMP, MAMP, XAMPP
Cloud Architecture & DevOps: AWS, DigitalOcean, Laravel Vapor, Terraform, CI/CD, GitHub Actions
Database Administration: MySQL, MariaDB, SQL Server, DynamoDB, Redis, RDS
Project Management & Methodologies: Agile, Scrum, Kanban
Data Analysis & Tools: Excel, PowerBI, R (limited)

Work Experience

Founder, High Iron Consulting – Lexington, SC   Dec 2011 – Present

- Develop software solutions that help clients scale from concept to over $1MM ARR.
- Manage relationships with third-party technology vendors, reducing client internal spend while maintaining high throughput and outcome quality.
- Contribute to both acquisition and exit strategies, providing strategic insights to drive business value.
- Lead clients in building and scaling internal engineering teams to support long-term growth.
- Host and maintain websites, manage IT infrastructure, and oversee asset management to ensure seamless operations and security.

Director of Software Engineering, PassiveInvesting.com – Lexington, SC   Oct 2023 – Sep 2024

- Founded and led the Software Engineering Department, significantly reducing reliance on third-party vendors.
- Oversaw the end-to-end development of software while contributing directly to the codebase, taking it from concept to initial release in just six months.
- Managed department budget, simultaneously identifying cost-saving and revenue-generating opportunities.
- Designed and executed the development roadmap, aligning key outcomes with rapid growth.
- Built and managed cloud architecture, eliminating the need for costly vendor expenses.
- Developed and implemented a robust CI/CD pipeline, ensuring zero-downtime regression-less deployments.

Engineering Manager, ComplYant – Los Angeles, CA (Remote)   Oct 2021 – Sept 2023

- Appointed as the first Engineering Manager, later promoted to Assistant Director of Software Engineering.
- Remained hands-on in both engineering leadership and code development, actively contributing to project execution and technical decisions.
- Mentored and developed four rising Engineering Managers, defining success metrics that doubled the department's target verticals and increased output.
- Created a curriculum to support upward mobility within the engineering team, guiding engineers from Junior to Senior Software Engineer roles.
- Oversaw the engineering roadmap and collaborated with the Head of Product to prioritize initiatives that maximized revenue while minimizing costs.
- Prevented a multi-million-dollar revenue loss by developing a custom recovery tool that restored critical data after a significant data-loss event.

Lead Software Engineer, Formstack – Fishers, IN (Remote)   Sept 2018 – Oct 2021
- Led and successfully migrated a multi-million-line legacy codebase from PHP5 (functional-based) to PHP7 (object-oriented) in under six months.
- Boosted engineering team velocity and task completion rates by implementing Agile methodologies, optimizing the development lifecycle.
- Served as a Technical Project Manager, collaborating with the Product Manager to translate business goals into actionable tasks, ensuring timely development and release.
- Transitioned the codebase and cloud architecture to meet HIPAA compliance standards, unlocking new target customer verticals and driving increased recurring revenue.
- Recognized by peers and company leadership for exceptional mentorship and ability to lead high-performing engineering teams.

Senior Software Engineer, LoudDoor – Columbia, SC   Feb 2016 – Sept 2018
- Enhanced software stability by implementing test-driven development (TDD) strategies, reducing bugs and improving overall code quality.
- Led the development lifecycle of platforms generating over $5MM in annual recurring revenue, ensuring timely delivery and long-term scalability.
- Boosted inbound sales throughput by automating repetitive, time-consuming tasks, streamlining workflows and increasing efficiency.
- Analyzed user data to identify additional profitable target verticals, driving strategic business decisions and increasing market reach.
- Reduced company expenses by eliminating the need for third-party tools, building in-house solutions that improved both cost-efficiency and functionality.

Software Engineer, Decision Dynamics – Columbia, SC   Nov 2015 – Feb 2016
- Owned the full development lifecycle of core internal toolsets, from design through to deployment, ensuring high-quality and timely delivery.
- Strengthened the software's security posture by proactively identifying and patching vulnerabilities, safeguarding company data and assets.
- Reduced regressions and improved software reliability by creating and implementing a standardized testing plan for QA processes.

Projects

- **DEEDRA:** Custom ERP designed to meet niche requirements of manufacturing company.
- **ShortMail:** Email proxy built to anonymize existing email addresses.
- **TeleBot:** SDK for Telegram API.
- **Votalist:** Application which allowed Spotify playlists to be built from community votes.

Education

Bob Jones University – BS in Computer Science   May 2015

Fun Facts

- Commissioned officer in the South Carolina Army National Guard.
- Avid runner and passionate cook.
- Passionate educator who tutors in math, computer science, and software engineering.