

MARCUS CHEN

Staff Engineer & Engineering Manager

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SUMMARY

I build teams and systems that scale. 12 years shipping software across fintech, healthtech, and developer tools — from founding engineer at a YC startup to managing 25 engineers at a public company. I care about developer experience, sustainable velocity, and building things that actually work in production.

EXPERIENCE

Lattice Systems

Staff Engineer to Engineering Manager, Platform | March 2022 – Present | Seattle, WA

- Led platform team of 8 engineers building internal developer tools, CI/CD pipelines, and shared service infrastructure
- Designed and shipped a feature flag system that reduced deployment risk and enabled 3x faster experimentation across 12 product teams
- Cut mean deploy time from 45 minutes to 8 minutes by migrating from Jenkins to GitHub Actions with custom caching
- Introduced architecture decision records (ADRs) that prevented two major rewrites and saved an estimated \$2M in engineering time
- Grew the platform team from 3 to 8 engineers while maintaining team health scores above 85%

Technologies: TypeScript, Go, Kubernetes, Terraform, GitHub Actions, PostgreSQL, Redis, gRPC, DataDog

Vanta Health

Senior Engineer to Tech Lead, Claims Platform | June 2019 – February 2022 | San Francisco, CA (Remote)

- Tech lead for the claims processing platform handling \$400M+ in annual transaction volume across 30+ insurance carriers
- Rebuilt the claims adjudication engine from a brittle rules engine to an event-sourced architecture, reducing processing errors by 94%
- Designed the carrier integration framework that reduced new carrier onboarding from 3 months to 2 weeks
- Led SOC 2 Type II compliance effort for the engineering org, establishing security practices still in use today
- Mentored 6 engineers, 2 of whom were promoted to senior roles within 18 months

Technologies: Python, FastAPI, PostgreSQL, Kafka, AWS, Terraform, React, TypeScript

Finch (YC W17)

Founding Engineer (#3) | January 2017 – May 2019 | San Francisco, CA

- Third employee and first engineer hire — built the initial product from scratch through Series A (\$12M)
- Designed and built the unified payroll API connecting to 40+ payroll providers (ADP, Gusto, Paychex, etc.)
- Built the real-time data sync engine processing 2M+ employee records nightly across all connected providers
- Hired and managed the first 5 engineers, establishing coding standards, review processes, and on-call rotations

Technologies: Node.js, TypeScript, Python, PostgreSQL, Redis, AWS, React, Docker

Amazon Web Services

Software Development Engineer II | August 2014 – December 2016 | Seattle, WA

- Built internal tools for the EC2 provisioning pipeline, reducing instance launch latency by 18%
- Designed a capacity forecasting system used by the EC2 planning team to predict hardware needs 6 months in advance
- On-call for a Tier 1 service with 99.99% SLA — learned operational excellence at AWS scale
- Wrote the team's first comprehensive runbook, which became the template for 12 other teams in the org

Technologies: Java, Python, DynamoDB, SQS, S3, CloudFormation, Linux

University of Washington – CSE Department

Undergraduate Research Assistant | June 2013 – June 2014 | Seattle, WA

- Contributed to research on distributed systems fault tolerance under Prof. Arvind Krishnamurthy
- Built testing harnesses for a novel consensus protocol, identifying 3 edge cases that led to a paper revision
- Co-authored a workshop paper at SOSP 2013 on failure detection in geo-distributed systems

Technologies: C++, Python, Linux, Distributed Systems

EDUCATION

University of Washington

B.S. Computer Science | September 2010 – June 2014

Focus on distributed systems and databases. Dean's List 6 of 8 quarters. TA for CSE 332 (Data Structures) and CSE 451 (Operating Systems).

TECHNICAL SKILLS

Languages: TypeScript, Go, Python, Java, Rust (learning), C++

Infrastructure: Kubernetes, Terraform, Docker, GitHub Actions, AWS (EC2, S3, SQS, DynamoDB)

Databases: PostgreSQL, Redis, DynamoDB, Kafka

Frameworks: React, FastAPI, Node.js, gRPC

Practices: System Design, CI/CD, Event Sourcing, ADRs, Incident Response, SOC 2

OPEN SOURCE

deploy-guard

GitHub Action preventing risky deploys (Fridays, incidents, full queue). 800+ stars, used by 50+ companies. (Go, GitHub Actions)

pgmigrate

Zero-downtime PostgreSQL migration toolkit. Warns about locks, data loss, and breaking changes. (Rust, PostgreSQL)

oncall-fairness

Analyzes on-call rotation fairness. Generates equity reports and rotation suggestions. (Python, FastAPI)

CREDENTIALS

- AWS Solutions Architect – Professional (Certified 2020, renewed 2023)
- KubeCon NA 2023 Speaker — Developer experience metrics
- YC W17 — Founding engineer at Finch
- Open source maintainer — deploy-guard (800+ stars), pgmigrate