Seattle, Washington, USA

Hazel Weakly

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Influential engineering leader, experienced in developer experience, observability, and distributed systems, with a focus on organizational change, holistic efficiency, and driving cross-functional business results in a sustainable manner.

~~Buzzword Bingo~~ Technical Skills

Languages TypeScript, JavaScript, Bash, Nix, Haskell, Rust, Python, CSS, SQL, Go
Infrastructure Linux (Debian, RHEL, CentOS, Ubuntu, NixOS, Amazon Linux), Kubernetes, Nomad, Docker, Terraform, Ansible, AWS, Packer
Cross-Functional FedRAMP, SOC2 Type II, HITRUST, HIPAA, UI / UX, Full-Stack, Platform Engineering, Developer Experience
Technologies GitLab CI/CD, GitHub Actions, Git, React, NoSQL, PostgreSQL, Helm, ArgoCD, GitOps, Tailscale, Atlantis, Okta, Open Telemetry, Observability, GraphQL, DataDog, Honeycomb.io
Attributes Strong and Attentive Listener, Cross-Functional Collaboration, Organizational Change Agency, Alignment Building, Leads by Example, Force-Multiplier, Sought-after International Speaker

Experience

Datavant **Principal Architect - Platform** **Jan. 2024–Present**

Developed, oversaw, and drove the technical vision for Platform Engineering and Infrastructure at Datavant. Executed on broad impact projects with high visibility, leveled up the technical excellence of the organization, accelerated timelines exponentially, and derisked key initiatives.

- Architected the "Golden Path" of the company, building alignment around a strategy for reducing technical fatigue and accelerating development efforts.
- Designed and executed the observability strategy, including incremental adoption, improvement, platform capabilities and end-user integrations.
- Implemented a live migration of all existing services across multiple environments and clusters, with zero downtime or developer workflow disruption.
- Built a FedRAMP Moderate compliant Continuous Delivery platform, trained the team on usage and operation, accelerating the migration timeline by a quarter in order to deliver on time
- Executed exploratory work in order to align teams in the Platform Org on synergetic initiatives, converting proofs-of-concept into production-ready solutions.
- Built a multi-stage container testing framework, enabling platform teams to iterate fearlessly on improvements for product teams without regressions.

Datavant **Engineering Manager - Platform** **Sep. 2023–Jan. 2024**

Hired a long-term Head of Platform, grew team stability and fostered a healthy culture throughout rapid org evolution, while improving team-level efficiency.

- Reduced interrupt driven work by over 70%, bringing WIP load to sustainable levels, accelerating project timelines by several months.
- Facilitated and designed interview loops to rapidly hire the most diverse teams in the CTO org within a single quarter, achieving high quality hires more than twice as fast as the org average.
- Developed data-driven Developer Experience initiatives, turning them into a smooth on-ramp for the new Developer Experience team's integration with the CTO org.
- Cultivated the culture of the Platform Org, resulting in ranking as a significant outlier in happiness, NPS, leadership trust, and core engagement metrics.

Datavant **Head of Platform** **May 2023–Sep. 2023**

Led the Platform Org in an explicitly interim capacity, focusing on preparing the Org to go through an operational maturity transformation and be taken over by a long-term leader successfully.

- Built awareness around resource allocation needs for the Platform Org, leading to substantially re-allocating resources in order to right-size our infrastructure investment.
- Built a data-driven and strategic process around identifying and allocating developer experience interventions, leading to substantial improvements to developer satisfaction and velocity.
- Worked with Product Engineering, Security, and the CTO Leadership Team to build a narrative of cross-functional collaboration and trust, bringing about a significant improvement in the organization's alignment and messaging around Security and Platform.

Seaplane.io **Team Lead** **Aug. 2022–Jan. 2023**

Took on technical leadership of the infrastructure team, guiding the infrastructure of Seaplane, and enabling other teams to execute on building out critical competencies for the platform.

- Broke down communication silos within teams, mentoring reports in personal growth, sociotechnical growth, and professional goals
- Re-scoped infrastructure team to focus on core competencies and more effectively leverage existing industry practices
- Implemented plans for paying down existing tech debt and focusing on resilience engineering
- Built out and scaffolded multi environment GitOps terraform projects according to best practices

Eden Health **Staff SRE** **Sept. 2021–Aug. 2022**

Took a leading role in prioritizing security related initiatives. Strong focus on improving the developer experience, design systems, and architecture.

- Created a cross-platform design system that worked across React and React Native, allowing for seamless collaboration between design, product, and engineering teams.
- Revamped developer on-boarding documentation and integrated a discoverable bootstrapping mechanism into projects, reduced on-boarding time by over 80% and created future automation opportunities.
- Designed the approach to developer environments; implemented change management across the engineering and product teams, eliminating entire categories of developer errors and friction points.
- Led adaption of `open-telemetry` by demonstrating benefits, implementing integrations, improving knowledge sharing, and delivering an internal talk on the results.
- Architected a Backend-for-Frontend architecture to facilitate rapid evolution and backwards compatibility across platforms such as iOS, Android, and the Web.

Community & Activities & Education

- I am a member of the Haskell Foundation's Board of Directors and Executive Oversight committee. (2023–Present)
- I am a Fellow of the Nivenly Foundation. (2024–Present)
- I scaled the Hachyderm Mastodon instance into one of the largest in the world and am fondly known as the Infrastructure Witch of Hachyderm.
- I have presented several talks, and appeared in many podcasts, which can be found on my website: https://hazelweakly.me/talks
- I obtained a B.S. in Computer Science from Portland State University