

Matt Bailey

Engineering Leader In Software & Cloud

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Driven technology leader with 15+ years of experience in directing engineering organizations and delivering scalable, reliable, and secure software solutions. Success in managing globally distributed teams, defining enterprise technology strategy, and modernizing platforms with aim of supporting rapid growth and innovation. Expertise spans cloud-native architectures, SaaS product development, DevOps transformation, and large-scale systems engineering. Recognized for unifying technical vision with business objectives and fostering cultures of collaboration, agility, and continuous improvement. Adept at guiding architectural decisions, reducing technical debt, and implementing cost-optimized solutions with a focus on enhancing performance, resilience, and customer satisfaction. Passion for improving developer ergonomics to accelerate velocity and improve team cohesiveness.

CORE COMPETENCIES

- Performance Monitoring & Observability
- High-Availability & Fault-Tolerant Systems
- Technical Debt Identification & Remediation
- Workflow Automation & Toolchain Optimization
- Infrastructure Cost Optimization
- Technical Roadmap Development
- Security & Compliance Governance
- API Design & Integration Architecture
- Test Automation Frameworks
- Legacy System Modernization
- Scalable Web Application Design
- Emerging Technology Evaluation

PUBLICATIONS

Author: CoreOS In Action | Published June 2017: Manning Publications | <https://www.manning.com/books/coreos-in-action>

- CoreOS overview, distributed systems architecture, cloud compute patterns, and production principals.

CAREER EXPERIENCE

Google | Liberty Lake, WA

2022 to 2025

SRE Google Kubernetes Engine

Directed remote site reliability engineering initiatives for Google Kubernetes Engine within Google Cloud. Engineered advanced enhancements to distributed scheduling framework by enabling large-scale data extraction, predictive insights, and automated mitigation across millions of Kubernetes clusters. Architected and deployed disruption-tolerant solutions, while strengthening resilience and reliability of complex distributed systems in Kubernetes environments. Shaped open-source production readiness standards and influencing community best practices by contributing expertise to Kubernetes architecture special interest group (sig-arch).

- Reduced mean time to recovery by spearheading organizational strategies for enterprise-level incident management.
- Elevated operational excellence by optimizing reliability, minimizing cluster disruption, and enhancing overall user experience for millions of internal operators and customers utilizing GKE.

Microsoft/Zenimax Media Inc | Rockville, MD

2019 to 2022

Principal Software Architect

Orchestrated enterprise-wide RFC framework by fostering structured collaboration for technical decision-making. Architected gRPC and Go-based platform services to boost scalability, maintainability, and throughput. Unified engineering teams by modernizing processes, launching automation, and advancing SRE practices. Defined roadmap to resolve systemic technical debt and operational challenges during enterprise restructuring. Directed multi-year remediation aligned with Microsoft acquisition for compliance and integration. Influenced long-term technical architecture by assessing design constraints across Bethesda.net.

- Advanced R&D initiatives targeting major improvements in AuthZ/N and access control by strengthening platform security posture.
- Lowered infrastructure expenses at scale through targeted optimization strategies, while re-architecting foundational systems delivered transformative improvements in reliability, performance, and sustainability.

Zenimax Media Inc | Rockville, MD

2014 to 2019

Engineering Manager & Technical Lead

Headed globally distributed engineering teams, consisting of FTEs and contractors in alignment with organizational growth and scalability. Restructured and expanded teams through targeted hiring, role definition, and delegation strategies. Recognized authority

in automation, testing, source control, standards compliance, and developer experience enhancement. Served as Technical Lead for UX initiatives and Interim Leader for platform reliability team by driving user-centered design and operational stability. Established automated testing organization by recruiting, onboarding, and managing blended teams of contractors and FTEs.

- Accelerated adoption of automated testing practices by developing foundational BDD framework.
- Introduced self-service CMS and multi-lingual build tooling by enabling efficiency and autonomy across diverse teams.
- Built and scaled web engineering function from the ground up, while defining foundational workflows, technical standards, and cultural alignment that fostered lasting team productivity.

F5 Networks | Liberty Lake, WA

2013 to 2014

Software Engineer III

Oversaw design and management of systems architecture for F5 BIG-IP services in AWS. Directed key software architecture decisions for our AWS-hosted SaaS product, aligning every choice with both technical and business goals. Implemented complete configuration management with Chef by mechanizing deployments and reducing manual overhead. Designed complete production rollout platform with OpsWorks with continuous integration and automated testing for a highly scalable AWS production environment

- Enhanced developer productivity by developing and maintaining internal tooling supporting the full software development lifecycle.
- Streamlined development pipelines and improved delivery cycles by designing end-to-end workflow for services team integrating Git/GitLab, Jenkins, Vagrant, Docker, OpsWorks, and Chef.

Gild | San Francisco, CA

2011 to 2013

Operations Engineer

Directed migration initiatives from EngineYard to AWS/EC2 to streamline and optimize infrastructure performance. Guided design decisions for SaaS product in with long-term business and technical strategy. Engineered and deployed SaaS software stack leveraging Node.js, Redis, Riak, and custom API services, enabling secure, high-throughput operations. Automated provisioning, configuration, and lifecycle management by building and maintaining large-scale CloudFormation and Chef deployments.

- Acted as domain authority in DevOps and AWS, while driving infrastructure automation, optimizing service delivery, and setting organization-wide engineering standards.
- Maintained high availability and system resilience by designing, building, and managing production environments leveraging Rails, MongoDB, Elasticsearch, and Redis.
- Deployed and operated continuous integration systems using Unicorn and CruiseControl to strengthen release reliability.

EARLIER CAREER

Senior Software Specialist, University of Denver | Denver, CO

Systems Administrator, Rollstream GXS | McLean, VA

Unix Administrator, Nighthawk Radiology Services | Coeur d'Alene, ID

Research Assistant, Washington State University | Pullman, WA

Systems Tech III, Washington State University | Pullman, WA

EDUCATION & CERTIFICATIONS

Graduate Courses in IT Management, University of Denver, Denver, CO | 2013

Graduate Courses in Archaeology, Washington State University, Pullman, WA | 2007

BA Anthropology | Washington State University, Pullman, WA | 2007

TECHNICAL PROFICIENCIES

Cloud: Deep expertise across AWS, Google Cloud, and Azure.

Technical Architecture & Infrastructure: Kubernetes, Microservices, gRPC/Protobuf, Service Mesh, GitOps, CI/CD, Envoy, Slurm

Languages: Go, JavaScript, TypeScript, Python, React, Ruby

Data Systems: PostgreSQL, MariaDB, MongoDB, Redis, Elasticsearch, OpenTelemetry, Kafka, NATS