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## skill set

- Organizational architecture and headcount strategy
- Crafting objective, scalable hiring pipelines and interview systems
- Engineering quality and velocity
- Technical decision-making with architectural clarity and documentation
- Product-focused engineering leadership
- EU/US distributed team scale and async operations

## career highlights

- Led team growth from early-stage to 20+ across multiple orgs
- Maintained a career sub-10% turnover with durable succession outcomes
- Cutting infra spend by hundreds of thousands of USD
- Built hiring systems for senior-level calibration and fast-cycle US/EU alignment
- Created durable leadership systems still in use years later
- Led org transformations that preserved morale, improved output, and enhanced engineering pride

## education

### North Central College

Master of Science:  
Web and Internet Applications

### International Academy of Design and Technology

Bachelor of Fine Arts:  
Visual Communications in  
Multimedia and Web Design

## overview

### Engineering Executive • Strategic Org Shaper • Product-Led CTO/VP Candidate

Proven engineering leader who scales early-stage teams from 1 to 30+ through sustainable hiring, cultural clarity, and system architecture that endures. Expert in technical strategy, cross-functional alignment, and zero-to-one execution. Delivers repeatable org design, builds internal leadership pipelines, and turns thoughtful engineering into business leverage.

Thrives in product-led startups where UX and outcomes matter. Excels in global and remote-first orgs. Ready to partner with founders to scale the right way.

## relevant professional experience

### Full-Stack Team Lead (Head of US Engineering) December 2024 - Present

#### Honeycomb Insurance

- Owns US headcount planning, salary banding, role definition, and hiring decisions
- Manages twelve engineers, team leads across three engineering and application support teams
- Leads planning, and execution strategy in partnership with product and executive team
- Delivered a new carrier, program, claims department integration, and third-party policy platform through individual code contributions and leadership

### Director of Engineering, Digital

February 2022 - July 2024

#### Engineering Manager, Digital

March 2021 - February 2022

#### GN Store Nord (SteelSeries, APS)

- Pivoted team from e-commerce support to cloud services platform, supporting 3M monthly active users
- Reduced page load from 10s to 4s and doubled e-commerce conversion from 0.75% to 1.5%
- Cut AWS costs by 50% and SaaS spend by \$500K/year via strategic hiring, platform refactors and internal tooling
- Improved uptime to 99.99% by driving DevOps maturity across teams
- Mentored engineers into senior, tech lead, and EM roles; built distributed team across US and EU
- Built durable systems and culture that persisted post-departure

### Engineering Manager, Automations

February 2019 - March 2021

#### ActiveCampaign, LLC

- Scaled core platform team from 6 to 21 engineers, including hiring and mentoring next EM into role
- Promoted via stretch program after demonstrating org-level technical and cultural leadership
- Led React migration from legacy jQuery and Ember.js stack through key promotions and mentorship and a newly established monorepo architecture
- Delivered 12% lift in "first automation" success rate via major Automations performance overhaul

## additional technical roles

#### Full-Stack Engineer, ActiveCampaign

July 2017 - February 2019

#### Front-end Engineer, L2 Interactive

September 2015 - June 2017

#### Senior Interactive Developer, Newark element 14

February 2012 - September 2015

#### Interactive Designer, Newark element 14

August 2011 - February 2012