

# Wil Wade

- Phone: 423-600-9233
- Email: [wil@wilwade.com](mailto:wil@wilwade.com)
- GitHub Profile: <https://github.com/wilwade>
- LinkedIn: <https://www.linkedin.com/in/wil-wade/>



## Summary

I am driven to find a way to help the company and those around me to reach our goals. Through technology, people, policy, and more, the tools change, but the goal of getting the right things done to make an impact remains. I fill gaps and smooth the process because every part is important for the whole to be successful.

I excel at..

- Managing diverse, remote teams to deliver great software
- Consuming new information at high speed
- Tackling the details of ambiguous goals without losing sight of the larger vision
- Extracting patterns and solutions from existing systems
- Finding new ways of looking at old problems
- Driving synthesis from a diverse set of ideas
- Discovering multiple paths and communicate trade-offs

## Engineering Leadership

- 5+ years of managing engineers and managers in distributed environments
- 15+ years of engineering experience in a wide range of industries and scale
- Startups and enterprise
- Experienced in over 10 programming Languages like JavaScript, TypeScript, Rust, Clojure, Kotlin, Elixir
- Lead research for traditional software and web3/blockchain companies

## Writing and Speaking on Engineering

- Decoded 2023: Bringing the Decentralized Social Web to Millions
  - <https://youtu.be/Hcgs-THG2kw>
- Incident Adventures: Imaginary Incidents to Prepare for Real Incidents
  - <https://www.incidentadventures.com>
- QCon 2019: Systems Thinking
  - <https://www.infoq.com/presentations/thinking-methods-systems>
- Whitepaper - Decentralized Social Networking Protocol [Co-Author]
  - [https://dsnp.org/dsnp\\_whitepaper.pdf](https://dsnp.org/dsnp_whitepaper.pdf)

## Experience

### Project Liberty Labs

*Director of Software Engineering*

## 2022-Current [Full-Time]

- Led the successful launch of Frequency, a custom blockchain with 1.5 million accounts and 750,000+ social graphs migrated to it and part of a technology behind a bid to acquire TikTok
- Managed growth of a team to 10+ members
- Designed and implemented innovative blockchain economic system that prioritized collaboration of system participants over competition
- Designed and implemented a blockchain-based decentralized social networking protocol [DSNP], and migration to Ethereum L2 from Polkadot
- Managed team building a suite of sidecar APIs to reduce integration time
- Mapped vague company goals into actionable research and product initiatives
- Navigated ethical and legal challenges in the realm of social media and web3

## 2020-2022 Contractor [via Carbon Five]

- Designed a blockchain-based decentralized social networking protocol
- Co-authored the whitepaper and protocol spec
- Designed Ethereum Smart Contracts implementing the specification
- Implemented a multilayer system evaluation process providing depth and visibility into all options for research

## Carbon Five

*Director of Engineering*

2016-2022 [Director: 2019-2022]

- Provided strategic leadership for the engineering discipline, including hiring and career development
- Successfully led projects of various scales, showcasing adaptability
- Rapidly acquired expertise in new domains, languages, and systems

## Consulting Project Highlights

- **First National Bank of Omaha [Lead]**
  - Successful development and launch of a consumer banking Android application
  - Training of new client developers
  - Successful cross-team and cross-department collaboration
- **Attune Insurance [Lead]**
  - R&D for new Intuit integration for direct-to-consumer business insurance
  - Successful launch of new portal for insurance agents
- **Coinbase**
  - Built a multi-chain financial index that was recorded by the Federal Reserve
  - Implementation of passive trading algorithms moving millions
- **Others**
  - Various startup and feature launches in education, logistics, and SaaS products

## OpenTable

*Automation Engineer*

2016

- Refactored and improved legacy code for SMS and Email based reservation tools
- Created microservice to provide forensic logging and continuous testing, reducing support time & cost
- Created support tooling to identify issues early
- Saved thousands of dollars monthly by identifying and reducing messaging mistakes

## **SupplyHog**

*Senior Developer*

2012-2016

- Developed SupplyHog, a startup ecommerce platform for building materials
- 500 Startups accelerator program participant
- Managed team of 2 developers
- Designed pricing engine to enable custom pricing formulas for products with millions of possible permutations

## **Education**

- 2008, BA in Mathematics from Bryan College