

Victor Rehorst

(he/him)

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Software Engineering Manager with ten years of experience building highly flexible and scalable SaaS systems through the development of agile, productive, and happy teams.

Skills

- Fostering collaboration and creativity within and between development teams to create best-in-class solutions, leveraging decades of experience building scalable solutions
- Expert at deep technical analysis of systems and system architecture to find points of weakness, flexibility, or to engineer novel solutions to complex problems
- Product focused feature development feature innovation to meet customers' needs
- Writing user stories, short and long-term product planning, and keeping scope manageable
- Adherence to best practices in software testing, review, and quality

Professional experience

Software Engineering Manager — Qualio Inc (remote)

August 2021–Present

Leading a consistently productive team of 4-5 developers through open communication and frequent collaboration between customers, product managers, designers, and other engineering managers across a fully remote work environment spanning the Americas and Europe. I provide my team with continuous feedback, personal and technical guidance to ensure their success and happiness. In turn, we've created the pivotal foundation on which many new AI-related features of the Qualio QMS platform are being built.

Key accomplishments

- Expanded search from covering 20% of the product to 100%, delivering global search functionality with immediate uptake by 50% of active accounts
- Relationship tracking between records in real-time, enabling advanced relationship traceability and suggesting related records and advanced data visualization
- Designed and built a new notifications system, including in-app notification center with preferences, replacing a legacy email-only system. Delivered on time in under three months.
- Overhauled audit trail system to be compatible with microservice architecture, including extensive internal documentation ensuring buy-in across all engineering teams
- Interviewed software development candidates for technical and soft skills
- Coordinated 24/7 production on-call support schedules and operational documentation

Sr. Development Team Manager — Verizon Connect/Telogis (in-office)

2015–2021

I led a team of four back-end developers and coordinated closely with a five-person mobile client team, and other teams based in New Zealand, to expand the company's transport navigation product to markets outside of North America. I was responsible for the system architecture of navigation services for North America, which provided truck-optimized routing to over 100,000 vehicles daily at its peak. Co-inventor of six patents for innovations in vehicle routing and tracking.

Key accomplishments

- Acting Director of Navigation Development from May-Dec 2019, guiding 15 people across two development teams and one team of QA testers through major organizational changes
- Overhauled a custom geospatial data engine, improving its performance 2x while automating regular database maintenance to eliminate production incidents
- Collaborated with product management to plan the development and release schedule of both development teams

Sr. Software/Data Build Developer — Telogis/Maptuit (in-office)

2008 – 2015

I worked closely with the Director of Software Development to expand and improve the company's microservice architecture, enabling it to scale to support over 100,000 daily active users, calculate tens of thousands of optimized route plans and consume millions of geospatial data points per day. More than half of the top 10 largest truck carriers in North America depended on our software daily.

Key accomplishments

- Successfully advocated for the adoption of Node.js as a microservice platform, dramatically increasing overall service throughput
- Worked closely with strategic customers to address their specific needs
- Collaborated with the operations team to migrate production operations from bare-metal servers to AWS EC2, reducing operating costs by 40% with no downtime or performance penalties
- Redesigned the build pipeline for geospatial data processing and updates, allowing the company to deliver updates more frequently, with less effort, and higher quality
- Interviewed, supervised, and mentored new hires and co-op students

Software Developer, System Administrator — Maptuit (in-office)

2003 – 2008

Key accomplishments

- Implemented a tile-based map component for the web, with a JavaScript based plug-in architecture that supported up to 100 overlay layers
- Main developer implementing a web-based framework and application suite used by back-office users to track and manage their drivers' information
- Responsible for all aspects of staging and development environments located on premises, including networking, security, VPN access, maintenance and upkeep

Technical skills and knowledge

- Extensive experience with TCP/IP network architecture and application protocols such as DNS, HTTP, SMTP, and many more
- Deep technical knowledge of Linux, virtualized or containerized software deployment, and distributed microservice architectures in AWS cloud or bespoke environments
- Highly adept at debugging many types of software and networking issues
- Ensuring high-quality software releases by implementing unit tests and end-to-end frontend tests using multiple frameworks, including Cypress
- Practitioner of modern development practices, such as Agile, Kanban, Continuous Integration and Continuous Delivery (CI/CD)
- Skilled at technical communication, both oral and written
- Project and product management using Jira, Productboard, Asana
- Database and search technologies: PostgreSQL, MySQL, Elasticsearch, OpenSearch
- Software development skills in many languages, including TypeScript, JavaScript, Python, C, C++, AWK, Go, and more

Education

Bachelor of Computing (Computer Science), University of Guelph, Ontario, Canada