

Conrad Davis Jr.

Engineering Leader | ex-Google | Applied AI & Product Engineering

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SUMMARY

Engineering leader with 3+ years as an engineering manager (including managing an EM), two years before that running my own startup team, and 10+ years shipping production software, from Google to founding a startup. Scaled GovSpend engineering from 2 to 13 across four product tracks, shipped AI products customers credited in \$10M+ of new sales and renewals, and raised sprint commitment completion from 22% to 96%. Develops engineers into Staff engineers and managers, and stays hands-on in TypeScript and Python.

SKILLS

Leadership: Hiring and org design, manager coaching, performance management, roadmap planning, delivery predictability, on-call and incident management, partnership with Product, Design, and Commercial

Applied AI: LLM applications, multi-agent orchestration, MCP, hybrid retrieval (vector + BM25, RRF), evaluation in CI/CD, LLM-as-judge, AI observability and cost controls

Engineering: TypeScript, JavaScript, Python, React, Next.js, Node.js, GraphQL Federation, gRPC, microservices, microfrontends, PostgreSQL, DynamoDB, Elasticsearch, AWS (Lambda, RDS), Airflow, React Native

EXPERIENCE

GovSpend | Government procurement intelligence SaaS

Director of Software Engineering

Jan 2026 - Jul 2026

Senior Engineering Manager

Mar 2025 - Jan 2026

Engineering Manager, Web Application

Jan 2024 - Mar 2025

- Scaled engineering from 2 to 13 across AI Products, Web Applications, Federal Data, and Greenfield in five time zones; managed nine engineers and an Engineering Manager with three reports.
- Promoted two engineers to Staff and one to Engineering Manager; coached four tech leads to own their roadmaps.
- Delivered four AI products (MCP integration, Opportunities, AI Search, AI Notebook) that customers named as deciding factors in \$10M+ of new sales and renewals in Commercial's win and renewal surveys.
- Shipped AI Search for 10,000+ customers, including Fortune 100 companies and federal agencies, over 15 years of procurement data from thousands of state and local agencies and 19 federal datasets, using multi-agent orchestration and hybrid vector/BM25 retrieval; users renewed at a 21% higher rate than non-users.
- Launched Opportunities in three months with a newly staffed team; it became a multimillion-dollar offering.
- Worked directly with Microsoft's, Amazon's, and four other enterprise customers' security teams to bring our MCP server in line with their standards; joined sales calls and discovery sessions and owned security questionnaires for my teams.
- A/B tested chat versus interactive visual results in AI Search; the visual version drove about 28% more engagement. Cut login-page load from up to 10 seconds to under 2 by splitting bundles, lazy-loading per route, and prefetching.
- Cut escaped production bugs 71% and raised feature delivery 78% within five months by tying every production bug to its source ticket with QA and tracking bug-free launches.
- Raised sprint commitment completion from 22% to 96% in five months by moving estimation into deeper grooming and reviewing burndown against target dates at every sprint kickoff.
- Chose to adopt Mastra for agent orchestration and evals rather than build (proven track record, TypeScript fit, built-in evals), then built the evaluation layer on top: golden datasets approved by Product and QA, an eval interface to our MCP server, blinded LLM-as-judge and human review, and CI/CD gates scoring quality, latency, and cost that caught an MCP regression unit tests missed.
- Cut end-to-end AI query P95 latency from 10 seconds to 2 seconds by tuning reasoning effort and agent memory against evaluation results.
- Built Jarvis, an AI chief-of-staff bot for ticket triage and P0 incident coordination via PagerDuty, Jira, and war rooms.
- Cut engineer onboarding from 5 months to under 2 weeks with templated per-engineer onboarding packets, then AI automation and an AI PR reviewer grounded in team-approved feedback; new hires shipped to production in their first week.

Lattice | HR and performance management SaaS

Engineering Manager

May 2023 - Nov 2023

Technical Lead

Feb 2023 - Apr 2023

- Managed ten engineers owning the HRIS integrations platform, a microservice with its own federated GraphQL subgraph and gRPC interfaces to other teams.
- Secured employee PII with bi-directional encryption before handoff to payroll providers such as ADP and Gusto.
- Architected the Mapping service used by every Lattice integration, built the Airflow pipeline environment for employee-data sync, and helped establish the microfrontend architecture.

Little Cinema Digital | Interactive streaming platform

Tech Lead / Staff Engineer (Contract)

Oct 2021 - Jan 2023

- Led five engineers building interactive streaming experiences for Disney, Netflix, and Paramount.
- Led Canvas, a no-code site builder that let content managers launch streaming sites without engineers; events produced rose 208% within two months.
- Built the templating engine that deep-copies entire sites across dependent Postgres tables in the correct order, with user-selected copy scope and no impact on live sites.
- Rebuilt the Canvas editor from DOM to canvas rendering with viewport culling and zoom-based detail, keeping pan and zoom smooth with hundreds of nodes.
- Built backend services on AWS Lambda, DynamoDB, and RDS Postgres; migrated the platform to TypeScript with tests.

Izilo | Marketplace startup

Founder

Jun 2020 - Jun 2022

- Founded the company and hired and managed a three-person team building a marketplace with self-serve onboarding, billing, a component library, and product analytics.

Google

Web Engineer

Sep 2017 - Sep 2019

- Built a custom animation framework that took Google Play's Change the Game from freezing mobile browsers to 60 FPS on throttled mobile devices, unblocking its launch.
- Built frontend for Gather, Google's global streaming platform for Cloud Next, Chrome, and Google I/O events.
- Managed thousands of SVG elements with off-screen culling that preserved state, asynchronous loading, and device-aware animation to control DOM memory.

EARLIER EXPERIENCE

AKQA (Audi USA), 2015 - 2017 | Barbarian Group (Samsung US), 2015 | PJA, 2014 - 2015 | My Community Classroom, React Native iOS and Android apps, 2017

Career break, Sep 2019 - Jun 2020: planned travel sabbatical for language and cultural study

EDUCATION

CUNY New York City College of Technology, Computer Science coursework