Resumé

Will Justice

Staff Engineer (Fullstack) • Software Architect • Product-Minded Technologist

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OPERATION Professional Summary

Experienced fullstack engineer and technical leader with 15+ years of expertise building scalable web applications, leading remote teams, and shipping product-focused solutions. Deeply skilled in JavaScript/TypeScript, React, Node.js, GraphQL, and cloud-native infrastructure. Former UX designer with a user-first approach to engineering. Proven track record delivering MVPs, architecting complex systems, and mentoring engineers in agile, async-first environments. US citizen seeking 100% remote 1099 contract roles.

Technical Skills

Frontend:

React, Next.js, TypeScript, Tailwind CSS, HTML, CSS, Vite

Backend:

Node.js, Express, GraphQL (Apollo), REST APIs, tRPC

Databases:

PostgreSQL, MongoDB, Neo4j

DevOps & Cloud:

Vercel, GitHub Actions, Docker, AWS (EC2, S3, Lambda)

Testing:

Jest, Cypress

Observability:

Grafana, Datadog, Sentry

Real-Time & Media:

WebRTC, Socket.io, Daily.co

UX & Design:

Figma, Responsive Design, Design Systems

Other Tools & Languages:

Python, Git, Postman, Cursor, Warp

Familiar with:

WebAssembly, LangChain, Terraform

🚀 Core Capabilities

- System Architecture & Technical Leadership
- Product Strategy & Agile Roadmapping
- Remote Team Leadership & Cross-Functional Collaboration
- Rapid Prototyping & MVP Delivery
- API Design & Developer Experience Optimization
- UX-Driven Engineering & Design-Implementation Workflow
- CI/CD Pipeline Ownership & DevOps Best Practices
- Mentorship, Hiring & Engineering Culture Building

Professional Experience

Director of Engineering

Forte (Lessonhome) – Remote | Dec 2022 – Present

- Lead end-to-end software design and development for customer-facing applications and internal systems
- Architect and deploy scalable, geo-redundant web services on cloud infrastructure (AWS)
- Monitor real-time usage, traffic, and performance metrics to proactively improve UX and stability
- Collaborate with stakeholders on product roadmap, ensuring solutions align with business goals
- Implement and maintain security standards and incident response procedures

- Investigate production issues and lead resolution through root cause analysis and automated testing
- Contribute to internal security, DevOps, and compliance initiatives

Staff Software Engineer

CyberGRX (acquired by ProcessUnity) – Remote | Jan 2019 – Feb 2022 Promotions:

- → Team Tech Lead (2019)
- → Frontend Tech Lead (2020)
- → Staff Engineer (2021)
 - Led architecture and implementation of a domain-driven re-architecture, migrating from a Python/Django monolith to a suite of domain-aligned microservices (Node.js + Python) interfaced via GraphQL
 - Planned and executed a major data migration and service rewrite from Neo4j to PostgreSQL to improve maintainability, performance, and long-term scalability
 - Contributed to development of microservice-based ETL pipelines using Argo Workflows to support internal analytics and reporting
 - Acted as technical lead across a 30+ person engineering org, collaborating with product and leadership on cross-squad initiatives and platform architecture
 - Led the delivery of CyberGRX's largest multi-quarter initiative, improving UX, performance, and system reliability for a core customer workflow
 - Built and maintained the company's internal design system and reusable frontend component library, used across multiple teams
 - Mentored engineers on architecture, testing, GraphQL, and scalable frontend/backend development practices
 - Managed third-party teams across the US, Ukraine, and India for vendor integrations and critical path development

Senior UX Engineer

Unself – Remote | Nov 2016 – Dec 2018

- Led frontend architecture and responsive design for a data-driven social platform
- Built a progressive web app (PWA) architecture to enable offline-first experiences
- Developed a live style guide and design system to standardize visual and UX patterns
- Led rapid prototyping sprints with product and design to validate ideas
- Hired and managed contractors; contributed to roadmap planning and sprint execution
- Maintained parity between coded and design component libraries for consistent delivery

UX/UI Designer

IHS Markit Digital - Boulder, CO | Sep 2014 - Nov 2016

- Designed and prototyped digital products for top-tier financial institutions and media firms
- Built interactive prototypes with web technologies to refine flows and microinteractions
- Developed experimental visualizations using real-time financial datasets
- Created internal tooling for client presentations, design file management, and project tracking
- Advocated for human-centered design and collaborated with engineers on front-end delivery



B.F.A. in Digital DesignUniversity of Colorado, Denver – 2014