

Cyrus Kazemi

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Summary

Engineering leader with 14+ years of experience spanning software development, team management, and international operations. Proven track record of building high-performing teams, shipping consumer-facing products at scale, and leading organizations through growth and change.

Experience

Senior Software Engineering Manager, Costa Rica Site Lead

San José, CR | Seattle, WA

Porch.com

Feb 2020 – Apr 2025

- Established an Engineering, Product, and Design (EPD) center in San José, Costa Rica in partnership with company leaders and a local contracting company and scaled it to 22 people. I oversaw all aspects of the operation, including budgeting, interviewing, contract negotiations, procurement, performance reviews, and even planned some fun team building days once we could meet in person post-pandemic. Some of the contractors reported directly to me and the rest dotted lined. Porch EPD was almost entirely in-person in Seattle before this nearshore office, so there were some interesting challenges regarding process and culture change.
- Additionally, in my role as an engineering manager, I had 2-3 teams of 8-15 people total at any given time. By the end of my tenure, I owned all of the consumer-facing experiences on Porch.com, the consumer mobile app, and the new Homeowners of America and Porch Insurance Reciprocal Exchange (PIRE) insurance experiences. We had just started integrating AI into the developer workflow with Copilot, and into the product with a RAG-enhanced chatbot.
- Technologies used on my teams:
 - FE: TypeScript, Node, Express, React, Apollo/GraphQL
 - Mobile: React Native, Expo
 - BE: Scala, Postgres, Kafka
- Key product launches:
 - Built the consumer app from the ground up, from 0 to hundreds of thousands of users
 - Mission-critical consumer and agent insurance experiences and the platform underneath them
 - Home Dashboard for users to manage the entire home lifecycle including moving, utilities, warranties, and more
 - Millions of unique, high-performance SEO pages
 - Cost guides and Ask A Pro Q&A pages to educate homeowners

Software Engineering Manager

Seattle, WA

Porch.com

Jun 2018 – Feb 2020

- Managed 6–9 engineers across the SEO team (Jun 2018–2021) and Marketing Tech team covering SEM & email (Apr 2019–Feb 2020).
- Focused on increasing traffic, conversion, and engagement through A/B testing, email campaigns, new site features, and technical SEO / performance improvements.

Senior Software Engineer

Seattle, WA

Porch.com

May 2016 – Jun 2018

- Worked on Business Systems and Internal Tooling using Node.js, React, Fluxible, and LESS.

Software Engineer III, Front-End

PaperG

Jan 2015 – May 2016

- Spearheaded front-end development for the Campaign Management team. Tech stack: JavaScript (Angular, jQuery, RequireJS, Grunt), SASS, PHP.

- Drove adoption of Angular 2.0, ES6, and Webpack; introduced BEM methodology for scalable CSS architecture.
- Notable features: V3 My Ads, Bulk Ad Tag Downloader, Ad Tag Placements Support, Variation Group Dashboard, Variation Ad Preview.
- Participated in the interview process including resume screening and second-round interviews.

Skills

Technical: TypeScript/JavaScript, Node.js, React, Fluxible, Apollo / GraphQL, Kafka, GCP, git, system design

Engineering Management: SDLC/agile/scrum, technology strategy, product planning & roadmap development, on-call rotations, developer onboarding, architecture reviews

Leadership: Team building & hiring, career development, budgeting & resource planning, performance management, conflict resolution, delegation & prioritization, stakeholder management

Other: SEO, A/B testing

Education

B.S. Informatics — Concentration in Human–Computer Interaction
University of Washington

Seattle, WA
2007 – 2011