

Christopher Freeman

Staff Frontend Engineer

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React | Next.js (App Router) | TypeScript | Legacy Migration | Architecture & Design Systems | Agentic Developer Tooling

Summary

Staff Frontend Engineer with 10+ years of experience building user-facing software, the last five at Glassdoor as the technical lead behind a multi-year consolidation of the company's B2B Partner Center suite — a product line generating hundreds of millions in annual revenue, owned by a small team of four frontend and four backend engineers. Owns the cross-cutting frontend foundations every employer-facing page depends on, sets the engineering standards that govern them, and leads cross-functional feature execution across engineering, design, and product. AWS Certified Developer and Certified Usability Analyst. Comfortable owning frontend strategy end-to-end — architecture, performance, accessibility, observability, testing, and the developer experience that surrounds them.

Selected Highlights

- Led a 5-engineer migration team consolidating **five legacy Partner Center applications** into a unified Next.js App Router monorepo, ramping traffic from 1% to 100% across eight customer-facing product surfaces without regression — for a product line generating hundreds of millions in annual revenue
- Led the frontend track on two concurrent customer-facing product launches — **Company Structures** (MVP shipped within four months, paid pilot in six) and **Project Limelight / Spotlight Pages on Indeed** (year-long, multi-phase initiative, Phase 1 shipped) — driving API contracts with backend partners, design collaboration, and PM-level scope and timeline negotiation throughout
- Architected and led **Brief**, a cross-functional AI initiative targeting the support-to-engineering bug-reproduction handshake — today ~30 minutes per ticket, with 30–40% of CSM-filed tickets closing as "couldn't reproduce." Brief replaces that handshake with a single click: captures a Datadog RUM session while an admin reproduces, files an engineer-ready Jira ticket back-linked to the originating Salesforce case, and lets engineers re-run the same agent against any existing ticket. **Selected for immediate adoption post-hackathon and now shipping to production**
- Owned the **cross-cutting frontend foundations** every Partner Center page depends on — global header, left-nav, layouts, shared components, gateway, i18n — including the 2025 header redesign and the org-wide migration onto the modern jewel-kit design system
- Drove **cross-org integration after the Indeed acquisition**, including unblocking Glassdoor engineers org-wide on the @indeed/* npm registry and shipping into more than 100 repositories beyond Partner Center

Professional Experience

Staff Frontend Engineer — Glassdoor / Indeed | Remote | 2021 – Present

Technical lead for **Partner Center**, Glassdoor's B2B employer suite — a product line generating hundreds of millions in annual revenue, owned by a small team of four frontend and four backend engineers. Authored ~1,800 merged MRs across 100+ repositories over five years, driving the company's largest frontend consolidation while leading cross-functional feature delivery on top of it.

- Led a 5-engineer migration team consolidating five legacy Partner Center applications into a single Next.js App Router monorepo on TypeScript, TanStack Query, Playwright, and Vitest; coordinated incremental traffic cut-overs from 1% to 100% across analytics, employer profile, FAQ, jobs, reviews, company updates, diversity & inclusion, and social-media surfaces
- Led the frontend track on two concurrent product initiatives delivered to paying employer customers: **Company Structures** (MVP launched late 2024, paid pilot January 2025, plus beta/fast-follows through Q1 2025) and **Project Limelight / Spotlight Pages on Indeed** (Phase 1 shipped Q3 2025, Phase 2 plus supporting data and SKU work ongoing). Owned API contracts with backend engineers, drove the design partnership, and ran timeline and scope negotiation with product management — on both tracks in parallel while continuing to drive the platform migration
- **Architected and led Brief**, an AI-powered customer-bug triage product that was selected for

immediate adoption post-hackathon and is now shipping to production. Brief targets a real support cost: the 30-minute support-to-engineering bug-reproduction handshake, of which 30–40% of CSM-filed tickets close today as "couldn't reproduce." Designed for internal senior admins to one-click capture a customer bug using Datadog RUM Session Replay while reproducing it in-app; the agent loop runs a 10-tool runtime evidence chain (Datadog RUM, APM, logs, Jira search/create, GitLab MR lookup, custom Salesforce Skytree integration via the homegrown `RelatedJiraIssue__c` object) and files an engineer-ready Jira ticket back-linked to the originating Salesforce case. Engineers re-run the same agent on any existing ticket from a Triage Console — durable agent leverage, not one-shot. Wrote the design (21 RFC-quality documents), built the backend agent loop and the 10 tools, authored the cross-role skill catalog (FE / BE / QA / CSM-participant) so non-engineers can contribute on their own surfaces without touching the repo, and led a 3-person in-repo team plus 2–3 async CSM participants through delivery. Initial MR: 137 files, ~4,900 lines added

- Authored the foundational architectural decision records governing the monorepo — REST hook composition, server-side permission validation, directory structure, feature-flag and release strategy, forbidden libraries — now used as the basis for code review and onboarding across the B2B engineering org
- Owned the cross-cutting libraries that underpin every Partner Center surface (header, left-nav, layouts, shared components, gateway, i18n); drove the 2023 left-nav rewrite, the 2025 header redesign, and the team's migration off the legacy `gd-ui-kit` onto the modern `jewel-kit` design system
- Stood up the production-readiness primitives the consolidation rides on: Sentry, then Datadog RUM, Session Replay, and APM, with progressive delivery via `Oz/dos2` traffic flags; established the 1%→100% ramp playbook now used as the standard B2B release pattern
- Established agentic development as a repeatable practice across the B2B engineering org by authoring agent-agnostic skills that codify monorepo migration verification, parity checks against the legacy apps, and library-upgrade validation
- Extended frontend reach across the broader Indeed organization post-acquisition: contributed to 100+ repositories spanning consumer web, infosite, backend services, and the Indeed monorepo; unblocked Glassdoor engineers org-wide by integrating the `@indeed/*` npm registry; led the Partner Center side of the Salesforce embedded-chat rollout
- Mentored engineers through code review, pair programming, and team "development pods"; set frontend standards for TypeScript safety, REST hook composition, and Playwright E2E conventions

Senior Full Stack JavaScript Engineer — Giving Assistant | San Francisco, CA (Remote) | 2021

Giving Assistant's first dedicated engineer to bridge frontend, backend, and DevOps. Took lead on projects spanning the full platform, with an emphasis on modernizing the stack and standing up a real DevOps foundation.

- Designed and developed an MVP to replace Giving Assistant's legacy PHP API with an event-driven microservice architecture (AWS SQS, Node.js, NestJS, Jest) — fault-tolerant, well-tested, and easy to extend
- Developed Lambdas for log data transformation and automatic security-group updates (Node.js, Python, AWS SAM, Jest)
- Authored infrastructure as code to support the company's transition to a true DevOps model (Terraform, Terragrunt, Python)
- Created Helm charts and Jenkins pipelines for existing and new services to enable safe, transparent, and reliable deployments (Kubernetes, EKS, Jenkins, Python)

Senior Software Engineer — HyreCar | Los Angeles, CA (Remote) | 2020 – 2021

Lead developer for a 5-engineer team migrating HyreCar's finance and organization domains off a legacy monolith using the strangler-fig pattern. Stack: GraphQL, Kafka, Confluent Platform, AWS Lambda / API Gateway / CloudWatch / EC2 / ECR, MySQL, PostgreSQL, NodeJS, React.

- Built a Lambda webhook that consumed Stripe Connect events and republished them as Kafka topics for org-wide consumption
- Designed an "Integrity Service" that observed Kafka events, benchmarked existing services against

- ksqldb, and emitted latency and consistency violations to CloudWatch and Kafka
- Trained and mentored four developers; established standards for delivery cadence and code quality

Web Developer — Cambria Solutions | Sacramento, CA | 2016 – 2020

Delivered nine consulting projects across public-sector clients. Highlights:

- Refactored **OCAT** (Online CalWORKs Appraisal Tool — used by case workers across 58 California counties) with React, Redux, Apollo Client, Styled Components, and Material UI; new component model cut single-page creation time from ~1 week to under a day and shipped 40 pages in under a month
- Built the conversational UI and NLP-powered document search platform for the **Mississippi Department of Human Services**; engagement extended from an initial 3-month POC to a 2+ year program; stack: Node.js, React, Redux, Firebase, Google Natural Language API, AWS Elasticsearch, GCP Compute Engine
- Founding member of the firm's Solution Center, focused on pre-sales POCs and CUI/RPA delivery; created and deployed 12+ conversational interface projects across AWS, GCP, and Azure
- Designed and shipped an Amazon Cognito login flow with pre- and post-authentication Lambdas and DynamoDB session storage in two weeks

Skills

- **Languages:** TypeScript, JavaScript (ES2015+), HTML, CSS
- **Frontend:** React, Next.js (App Router), TanStack Query, Redux, Apollo Client, Styled Components, Material UI, design systems, SSE / streaming UIs, web performance, accessibility
- **Testing:** Vitest, Jest, Playwright (CLI + E2E), Testing Library
- **Tooling & Build:** Webpack, ESLint, Prettier, GitLab CI/CD
- **Observability:** Datadog RUM, Datadog Session Replay, Datadog APM, Sentry, structured logging, trace correlation, progressive delivery (feature flags, traffic ramps)
- **AI / Agentic Development:** Anthropic SDK agent loops, multi-tool agent orchestration, MCP server integration, Datadog RUM/APM/logs as agent evidence sources, prompt caching, SSE-streamed agent transcripts, authoring agent-agnostic skills (Claude Code + others)
- **Backend (when needed):** Node.js, NestJS, Express, GraphQL, REST API design
- **Cloud:** AWS (Lambda, API Gateway, CloudWatch, S3, Cognito, ECS, SQS), GCP
- **Infrastructure:** Terraform, Terragrunt, Docker, Kubernetes (Helm)
- **Leadership & Methods:** Cross-functional execution (engineering, design, product), API contract negotiation, architectural decision records, strangler-fig migrations, design systems, technical mentorship

Education, Certifications & Professional Development

- **B.S. Kinesiology** — California State University, Sacramento
- **AWS Certified Developer – Associate** (2019; Validation #4ZR8W8X2MN4E1V9P)
- **Certified Usability Analyst** — Human Factors International (2018; Certification #2018-6815)
- **AWS Technical Professional** — AWS Training & Certifications (2018)
- **Design Kit: The Course for Human-Centered Design** — +Acumen & IDEO.org (2017)