

ERICA THOMPSON

Fractional CTO | Technical Educator | Staff-Level Engineer

Portugal (remote worldwide) | ericathompson.io | linkedin.com/in/ericathompsonsmiles | github.com/Younique98 | YouTube @TheImposterEngineer

PROFESSIONAL SUMMARY

Fractional CTO and technical educator with 12+ years across frontend, backend, and infrastructure. I audit codebases, find what is broken, fix it, and hand teams back clean systems with documentation they can maintain without me. I have trained 500+ engineers with 80%+ placement rates and led distributed teams as Fractional CTO. Work is tied to outcomes, not hours: \$1.2M in new B2B revenue delivered, \$12.5M in revenue protected through compliance, \$500K+ in legal exposure eliminated, 95% WCAG 2.1 achieved under active lawsuit threat. Self-taught, staff-level, and public about the whole journey at @TheImposterEngineer.

Engagements: 1 to 2 week technical audits with prioritized remediation roadmaps. Ongoing fractional advisory covering architecture, security, accessibility, AI enablement, and hiring. Team training and workshops. Async-first. Tuesday through Thursday availability.

CORE COMPETENCIES

Technical Audits and Architecture Reviews. System Design and Modernization. Engineering Team Training and Workshops. Infrastructure Scaling (AWS, Kubernetes, Terraform). Accessibility and Compliance (WCAG 2.1, HIPAA, SOC 2, PCI-DSS). Security Hardening. CI/CD and DevOps. Full-Stack Development (React, Node, Python, Go). Performance Optimization. Technical Leadership and Mentorship.

PROFESSIONAL EXPERIENCE

Fractional CTO and Engineering Lead | Windless Technologies

Jan 2025 - Present

Lead distributed engineering team of 5 across web and mobile. Own technical strategy, system design, and product roadmaps. Architect cloud-native systems on Firebase, PostgreSQL, and modular API design. Standardized mobile state management (Riverpod, BLoC), reducing development time 40% and enabling junior engineers to contribute architectural decisions. Built end-to-end CI/CD (Codemagic mobile, GitHub Actions web), eliminating manual deployment. Founded the Bridge Program: emerging engineers build real products under mentorship; multiple graduates now hold full-time engineering roles.

Software Engineer II | HashiCorp (An IBM Company)

June 2025 - June 2026

Architected developer-facing experience layers across web platforms (React, Next.js, TypeScript). Drove convergence of disparate UI patterns into a unified component system, eliminating duplication and accelerating cross-team velocity. Implemented structured instrumentation to shift decisions from assumption to data.

- Audited documentation platform serving 100K+ users. Traced 400+ daily 404 errors to systemic root causes: legacy slug mapping, malformed path normalization, unvalidated version resolution. Delivered audit report, remediation roadmap, and production fixes reducing routing errors 60%.
- Diagnosed Docker and AWS ECR credential injection failures blocking contributor onboarding. Refactored Makefile for dual execution paths, eliminating setup blockers.
- Managed Vault Release Captain responsibilities, coordinating migration release plans across documentation platforms.

Senior Software Engineer | Wagmo (InsurTech)

Feb 2022 - Dec 2024

Owned critical features through B2C to B2B platform transition. Rebuilt legacy Redux codebase into modern React and TypeScript. Managed Flutter to React Native migration with full feature parity. Built custom CMS cutting engineering bottlenecks 35% and accelerating campaign delivery 20%.

- Led B2B onboarding launch: user activation up 15%, drop-off down 18%, \$1.2M annual revenue generated.

- Identified 200+ WCAG violations across 15+ pages, designed remediation framework with automated testing (jest-axe, pa11y), achieved 95% WCAG 2.1 compliance. Eliminated \$500K+ legal exposure and passed Series A technical due diligence.
- Directed Pet Model Act compliance 10 days ahead of deadline with zero disruption to 20K+ policies, protecting \$12.5M annual revenue.
- Directed penetration test remediation to 100% compliance on critical and high findings. Contributed to \$8.9M funding round. Reduced claim processing time 30%.

Cloud Infrastructure Engineer | Skillz (Gaming Platform)

2021

Deployed core platform infrastructure serving millions of tournament entries. Built Terraform and Golang automation eliminating 100% of manual engineer onboarding steps; tool remains in production. Standardized Kubernetes deployments with automated scaling. Implemented observability stack (Datadog, New Relic, PagerDuty) cutting incident response from 2+ hours to 36 minutes, a 40% reduction.

Senior Software Consultant and Instructor | Nashville Software School

Jan 2024 - Present

Deliver full-stack curriculum (React, Django, DevOps, CI/CD, architecture) to 30+ students per cohort. Conduct technical interviews and career coaching with 40%+ placement within 6 months. Guide engineers transitioning into technical leadership.

Senior Engineering Mentor and Technical Program Lead | We Who Code

Jul 2019 - Oct 2023

Designed and delivered technical training for government agencies and federal employees. Built career transition pipeline supporting 500+ engineers entering the workforce.

Technical Career Strategist and Engineering Mentor | Veterati

Apr 2019 - Oct 2024

Mentored 100+ military leaders, veterans, and spouses to an 80%+ technical placement rate. Built hiring pipelines to top tech companies.

Lead Web Developer | Hype Media

2013 - 2019

Led frontend team delivering enterprise web solutions generating \$80K+ client revenue. Data-driven marketing sites increased upsell revenue 35%. Managed servers, security, databases, and hosting infrastructure.

KEY ACHIEVEMENTS

\$1.2M annual B2B revenue generated. \$12.5M revenue protected through compliance. \$500K+ legal exposure eliminated. \$24.4M in VC funding supported. 100K+ users served in production. 60% routing error reduction at scale. 40% incident response improvement. 500+ engineers trained, 80%+ placement. 3 major platform migrations with zero business disruption.

TECHNICAL SKILLS

Frontend: React, Next.js, TypeScript, TailwindCSS, Component Architecture, Storybook. Mobile: React Native, Flutter, Riverpod, BLoC. Backend: Node.js, Django, Python, Go, REST, GraphQL. Cloud and DevOps: AWS, Terraform, Docker, Kubernetes, Nomad, Consul, Vault, GitHub Actions. Databases: PostgreSQL, DynamoDB, MongoDB, Firebase, BigQuery. Testing and Monitoring: Jest, Cypress, jest-axe, pa11y, Sentry, Datadog, New Relic. Security and Compliance: WCAG 2.1, HIPAA, SOC 2, PCI-DSS, penetration test remediation, encryption.

EDUCATION AND CERTIFICATIONS

B.S. Computer Science, Western Governors University. A.S. Information Technology, Hopkinsville Community College. AWS Solutions Architect Associate (in progress). Certified Salesforce Developer, Platform Developer, Administrator. CompTIA Project+.

Languages: English (native), Portuguese (learning). Work model: fully remote, async-first, fractional engagements Tuesday through Thursday.