

# Xing Zhou

Software Engineering Leader

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## Professional Summary

Empathetic engineering leader with over a decade in cultivating high-performing, joyful software teams. Focused on developing engineers through personalized coaching to develop technical excellence and interpersonal skills. Experienced in aligning teams with organizational goals, providing predictable outcomes, and delivering with a prioritized, feedback-driven, iterative process.

## Work Experience

**Senior Software Engineer Manager, Staff Software Engineer** | Ford Credit | 12/2020 — Present

Lead teams in modernizing web and cloud-native services in the loan originations process and account servicing process, including high-volume microservices handling over 1M requests per day.

- Mentored 18 engineers and technical project managers (TPMs) across two teams with eight promotions.
- Facilitated a culture of ownership, responsibility, quality, and growth through hands-on mentoring and one-on-ones, matching people to appropriate roles, and improving collaborations processes within and across teams.
- Improve team productivity by providing strategic focus, removing organizational blockers, and motivating individuals with personalized, contextualized purpose and goals.
- Improve team predictability and reduce operational toil by evangelizing agile/lean/DevOps concepts such as cycle time and SLIs/SLOs/SLAs.
- Boosted adoption and standardization of event sourcing patterns by creating and maintaining a reusable Java library integration application code with SQL databases.
- Coached and mentored teams org-wide on Behavior-Driven Design, Event Sourcing, Hexagonal Architecture techniques.
- Boosted team productivity by instilling XP practices like TDD, refactoring, CI/CD.

**Associate Director of Engineering, Software Engineer Manager** | Integral | 07/2018 — 12/2020

Lead and grew the engineering discipline while supporting client project deliveries.

- Improved employee engagement and retention by defining Integral's engineering leadership structure, engineer levels, and skills matrix.
- Spearheaded the adoption of engineer management practices including a transparent hiring process, onboarding training, "stay interviews," and engagement assessments.
- Supported project delivery as technical lead and client liaison.
- Lead XP and agile workshops internally and to clients.

**Software Engineer** | Pivotal Labs | 03/2017 — 06/2018

Delivered greenfield projects for clients using XP principles and practices.

- Lead technical workshops on foundational technical practices such as TDD, Dependency Inversion Principle, Hexagonal Architecture, and refactoring.
- Coached client engineers in XP practices, such as TDD, CI/CD, and refactoring.

**Software Development Engineer** | Amazon | 06/2015 — 10/2016

Developed features for Kindle for iOS in an agile team.

- Mentored software engineer intern in agile project planning, SOLID software design, and TDD.

## Skills

**Leadership** CliftonStrengths, Servant Leadership, Non-Violent Communication

**Process** Extreme Programming, Agile Development, Lean Development, CI/CD

**Software Design** Cloud-Native Applications, Microservices, TDD, DDD, BDD, Event Sourcing, Hexagonal Architecture

**Technology** Java, Spring Boot, React, Ruby on Rails

## Education

**Carnegie Mellon University** | Bachelor of Science in Computer Science | 2015