

Tom Drapeau

Technology Executive with considerable experience building and leading large, globally distributed and in person engineering teams at medium and large (up to \$1B in revenue) sized companies.

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EXPERIENCE

Bentkey Ventures, Remote — Fractional Technology Advisor

January 2024 - PRESENT

Evaluated the skillset of the existing team roster (distributed team, size ~15) and proposed immediate term changes to the SDLC of The Daily Wire and Bentkey Kids engineering teams. Onboarded newly joined VP Engineering. Deliverables came in the form of documented policy suggestions and 1:1 conversations with the head of Product + Engineering.

Squarespace, Inc, NYC + Hybrid — VP, Engineering

November 2019 - December 2023

Technology leadership of the website building, growth and international organizations for the duration of my tenure. Team started at 105 and was at 150 at peak. At Squarespace, technology leadership is two tracks, people leadership and principal engineering. I stayed on the people leadership side. At times I led the product test engineering organization as well. Deliverables were updates to consumer products, policy documents (most notably a rewrite of the career progression framework into a career matrix), strategic output such as reorganizations and technical strategies (one-year duration).

iHeartMedia, NYC — VP, Engineering

March 2011 - September 2019

Led technology teams and initiatives, including integration of technology from an acquired company (Thumbplay), in order to add “custom radio” to the existing app, which was a playable directory of their AM/FM radio stations. Led the backend services, content ingestion, data science and engineering teams and launched a major new initiative with adaptive custom radio playlists based on knowledge of play history and interests of the listener. Established an internal hackathon program which drew > 50% of engineers and launched products to consumers such as iHeartRadio Family (iOS, Android). Starting in 2015, led all client engineering teams and focused on establishing a strong engineering culture, with learning opportunities for engineers. Team size of 70.

Thumbplay, NYC — Director, Technical Project Management

May 2010 - March 2011

Led technology initiatives as a vendor engagement manager and director of technical project management for the buildout of Thumbplay's all access streaming music service, subsequently acquired (along with the company and its employees) by iHeartMedia.

Standout examples are building of a 10mm song catalog with collaborative filtering and acoustic similarity mapping to allow for song-based radio on all 10mm tracks; PCI compliance for a level 3 merchant allowing for safe subscriber billing.

Netscape (AOL), NYC/Remote — Director, Global Experiences and Technologies

March 2006 - May 2010

Led development and release to market a Digg-style social news aggregator, first hosted on netscape.com. Stayed with the product as business leader, encompassing leadership of technology, content strategy (editorial) including the bridge between official posting of AOL News to AOL's owned Netscape.com social news product.

Likewise, led development and release of My.Netscape, a configurable free portal using a Modern JS-based tech stack that superseded the previous offering and still allowed for key features such as access to Netscape mail for dial-up subscribers.

Oversaw development of Netscape Navigator 9, deployment and ultimate shuttering of the Navigator browser line given small market share of the browser while observing the nostalgia factor of removing an old "internet landmark" from the public view.

Ask Jeeves (IAC), Irvington, NY — Senior Software Engineer

October 2005 - March 2006

Developed and deployed an online poll system for the Smiley Central toolbar product using J2SE technologies (Java Spring, JSP) run via Tomcat.

Contributed architecturally and in development of a portlet-style system to power Smiley Today, a standalone portal product. Technologies used: Spring, Java sockets; novel approach to discovering available portlets to allow for easy plugin-style architecture where new plugins are immediately available for use upon hot reload of the servlet engine.

Hotjobs (Yahoo), NYC — Technical Yahoo!

May 2002 - July 2005

Led development and deployment of hotjobs.yahoo.com, a replatforming of all key job seeking functionality from Hotjobs.com (C/CGI) onto hotjobs.yahoo.com where it became the new branding for Yahoo Careers and used all key Yahoo technologies (proprietary search and user database access, PHP with custom PHP extensions written in C++)

Launched a feature to recommend jobs to job seekers based on Yahoo's collaborative filter service and existing behavioral data.

Acted as a conduit of culture, bridging human gaps between the acquired company (HotJobs, NYC-based) and the acquiring company (Yahoo, Sunnyvale-based).

Online Retail Partners dba Accordia, NYC — Software

Engineer

October 1999 - December 2001

Developed a Java-based data mart loader for the three brands supported by the company (Zany Brainy - educational kids toys; Dick's Sporting Goods; Ulta Cosmetics) to track inventory and sales trends for each client. Oversaw improvements to the product catalog system and e-commerce platform shared by all three clients. E-commerce platform was novel at the time in using Oracle AQ as an event bus with J2EE java bean access to events processed in various queues for various tasks.

Barnes & Noble, Inc, NYC — *Database Analyst and Software Programmer*

May 1997 - September 1999

Created COBOL programs and Informix 4gl scripts to load book information data from a variety of sources (publishers, Library of Congress, book reviews from Kirkus, etc) for the benefit of the Barnes & Noble stores and barnesandnoble.com where it served as the content catalog for both online and in-store shoppers.

EDUCATION

CUNY Lehman College, Bronx, NY — *Bachelor's in Computer Science*

September 1997 - June 2000

3.9981 GPA, 4.0 in major, highest GPA in the Engineering school.

Concord Academy, Concord, MA — *High School*

September 1989 - June 1993

Graduated in General HS Studies at a prestigious New England prep school.