

# Justin L. Espiritu

SENIOR SOFTWARE ENGINEER / TEAM LEAD & AGILE PRACTITIONER

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## SUMMARY

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Results-driven Senior Software Engineer and Team Lead with 7+ years of experience architecting high-performance web/mobile applications, leading agile engineering teams, and pioneering AI-assisted workflows to accelerate delivery.

## SKILLS

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### AGILE & LEADERSHIP:

Scrum Master (Facilitation, Retros, Grooming), Agile Transformation, SDLC Optimization, Team Mentorship, Tech Hiring, Cross-functional Leadership

### AI & MODERN WORKFLOWS:

Claude Code, GitHub Copilot, Gemini, Agentic Workflows, AI-First Architecture, Prompt Engineering

### FRAMEWORKS & LIBRARIES:

React Native, React, MUI, Angular 2+, .Net Core, .Net Framework, MVC, Vue, NodeJS

### LANGUAGES:

TypeScript, JavaScript, C#, HTML/CSS, Python, SQL, Java

### TECHNOLOGIES & CLOUD:

GCP, Azure, Firebase, Fastlane, AWS, Circle CI, Docker, Git, Hugo, Google Analytics

### DATABASES:

CosmosDB, MySQL, Microsoft SQL Server, Firebase

## EXPERIENCE

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### Senior Software Engineer / Team Lead at Cotality

March 2022 - Present

*Driving the organizational shift from Waterfall to CI/CD while serving as a de facto Scrum Master and AI-driven process pioneer.*

- Serve as the Mobile Development Lead for the Dispatch application, owning the end-to-end design, implementation, and maintenance of a React Native app deployed to both the Google Play and Apple App Stores.
- Manage mobile distribution and deployment pipelines using Fastlane, and testing distribution via Firebase.
- Execute a successful migration to Expo for deployment, leveraging Claude to generate golden templates of primary features.
- Design, implement, and maintain 40+ .NET backend services (out of 42 deployable services), ensuring robust integration with agentic Claude workflows and regularly updating public APIs for direct client and front-end consumption.
- Drive front-end development using React, implementing efficient data fetching and state management with React Query and Axios.
- Build complex user interfaces leveraging Material-UI (MUI) for responsive tables and forms, and Bryntum for a massive, feature-rich scheduling UI.
- Lead and mentor a team of 4+ engineers, achieving a ~75% increase in feature velocity (measured via Azure Boards cycle time) through Agile transformation.
- Architected and maintain 10+ custom Claude skills (Specify, Plan, Execute) that reduced average feature turnaround from 1 week to 1–2 days.
- Facilitate daily stand-ups, retrospectives, and backlog grooming as a Scrum Master to maintain a high-performance, unblocked team environment.
- Lead development for Dispatch, a mission-critical insurance claim platform processing 500–1,000+ daily tasks for a network of 1,000+ resources.
- Design and implement 2+ major and 10+ minor features per sprint, including a geotracking system for real-time task automation.
- Scaled an internal AI Champions training program to 20+ engineers and non-technical staff to eliminate operational bottlenecks.
- Manage the full product lifecycle, prioritizing backlogs and technical debt to ensure consistent delivery of high-quality features.

### Software Engineer at Rock Central

September 2021 - February 2022

*Supported 1,000+ employees across the Rocket Mortgage ecosystem by building automated onboarding systems, migrating legacy systems with zero downtime, and engineering core backend refactors.*

- Acted as the Subject Matter Expert (SME) for multiple internal products across the Rocket Mortgage ecosystem, supporting 1,000+ employees.
- Architected a standardized onboarding system using Hugo and Git Pages, reducing new engineer ramp-up time by 50% (from 2 weeks to 1 week).
- Led front-end UI development and automated CI/CD deployments via Azure DevOps for the Resource Manager platform.
- Orchestrated large-scale production migrations for legacy .NET systems (Checkmate), ensuring zero-downtime transitions.
- Engineered a core logic refactor for VendorDocs, implementing a testing suite that increased unit test coverage to 85%+.
- Collaborated with business owners and 'Guardians of Quality' to establish strict coding standards and actionable technical stories.

**Software Engineer at Aperture Labs LLC**

August 2019 - August 2021

*Engineered high-performance, full-stack E-commerce integrations and customized data management systems (PIM, CRM) for high-volume consumer platforms.*

- Engineered robust full-stack E-commerce solutions for clients like the Arbor Day Foundation, processing 10,000+ orders during peak seasons.
- Designed and implemented a custom reporting module that reduced report generation and viewing time by 50% for administrative users.
- Built custom data extensions for inRiver PIM to optimize product tracking for catalogs containing 1,000+ SKUs.
- Developed deep backend customizations for nopCommerce and EpiServer (Secura), including IP-based geolocation and business telemetry.

**Teamcenter Implementations Engineer at Mercury Marine**

January 2019 - July 2019

*Configured and maintained global Teamcenter PLM integrations, change management systems, and data synchronization pipelines for enterprise manufacturing teams.*

- Orchestrated deep-level Teamcenter PLM solutions, configuring BMIDE, BOM Management, and complex Workflows for a global manufacturer.
- Streamlined change management and access control protocols, enhancing data reliability across distributed engineering teams.
- Performed complex data modeling to synchronize thousands of technical specifications, ensuring high-fidelity data migration.
- Resolved critical configuration constraints, maintaining high system availability for a massive concurrent user base.

**Web Application Developer at University of Wisconsin - Oshkosh**

March 2017 - December 2018

*Redesigned and implemented core academic advising software used by thousands of students and advisors, standardizing frontend components with reusable directives.*

- Lead developer for the rewrite of the Advising Worksheet from Plone to AngularJS, radically improving user flow for 1,000s of students.
- Developed mission-critical software utilized by 15+ professional advisors to manage academic graduation plans university-wide.
- Engineered a library of reusable AngularJS directives that standardized dynamic form creation and accelerated future development.
- Authored comprehensive technical documentation in Confluence to ensure project continuity and a seamless handoff.

**Research Assistant at University of Wisconsin - Oshkosh**

Jan 2017 - May 2017

*Developed custom NLP applications in Python to automate high-volume data extraction and linguistic text summarization.*

## KEY PROJECTS

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### **Dispatch** — *React Native, React, Claude, GitHub Copilot, .Net Core, CosmosDB*

- Mission-critical insurance platform processing 500-1,000+ daily tasks and assigning to 1,000+ resources.
- Leveraged AI architectural assistants to hyper-accelerate core mobile feature implementation and CI/CD automation.

### **Resource Manager** — *Angular, Jasmine, .Net Core, Azure DevOps, SQL*

- Centralized resource management tool supporting internal company-wide operations.
- Led front-end UI development and automated deployments to multi-tier environments within Azure DevOps.

### **Checkmate** — *.Net Framework, jQuery*

- Legacy system migration orchestrating massive production deployments with zero downtime via Azure DevOps.

### **VendorDocs** — *.Net Framework*

- Authored comprehensive unit tests extending application coverage safely beyond 85%.
- Refactored core business logic to process newly structured CSV files over legacy models.

### **Arbor Day Foundation** — *nopCommerce*

- High-traffic E-commerce platform processing 10,000+ orders during peak seasonal periods.
- Integrated IPGeolocation APIs and Google Analytics for advanced business telemetry.

## OTHER PROJECTS

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### **Advising Worksheet** — *AngularJS, Plone*

- Streamlined graduation planning for thousands of students and 15+ advisors at UW Oshkosh.
- Architected reusable components and comprehensive documentation for long-term project sustainability.

### **Portfolio Website** — *Hugo, Antigravity*

*Personal portfolio website (<https://justinlespiritu.com>)*

- Architected a high-performance, data-driven portfolio using Hugo and Antigravity-assisted development.
- Implemented premium, metric-heavy resume layouts and automated PDF generation workflows.

### **boulderLeague** — *Flutter, Claude, Firebase*

- Rapidly prototyped a robust mobile application using Claude as an AI architectural assistant.
- Implemented a scalable, real-time database architecture utilizing Firebase for user progression tracking.

## EDUCATION

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**Bachelor of Science** in Computer Science (Software Engineering Emphasis)  
University of Wisconsin - Oshkosh

**December 2018**