Gabriel Stines

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Summary

Technical leader with extensive experience developing and scaling mission-critical applications that deliver significant business impact. I have experience leading teams, supporting teams of teams, providing technical expertise and guidance while proactively driving key architectural decisions. I collaborate effectively with cross-functional teams and advocate for strategic technical improvements with leadership. I thoroughly enjoy delivering high-impact solutions to real-world problems in dynamic, fast-paced environments.

Experience

Senior Software Engineer — CLEAR, Austin

Apr 2025 – Present · Java, Dropwizard, Next.js, NestJS, PostgreSQL, Kubernetes, AWS

- Serve as lead backend engineer for a critical enrollment platform, owning end-to-end technical implementation and cross-functional relationship management for high-stakes partnerships, including integrations with Amazon, the TSA/DHS, and FBI contractor partners. Scale team execution capacity by leading the hiring, onboarding, and mentorship of incoming engineers.
- Hand-selected to direct engineering strategy for a multi-million dollar revenue recovery program. Utilized agentic development workflows to accelerate delivery and identified critical production gaps through cross-functional A/B testing and experiment validation.
- Architected a high-performance microservices ecosystem (NestJS, Next.js, AWS EKS) for a national scheduling platform, scaling from 4 to 30 airports. Engineered a custom solution to replace third-party tools, resulting in a 4.7x increase in conversion rates (from 5% to 23.5%).
- Served as lead backend engineer for a biometric capture and submission system supporting federal partner agencies. Overhauled the team's monitoring posture using Micrometer and CloudWatch, successfully transitioning 100% of recent incidents from user-reported to automated alarming within 90 days.
- Designed and deployed a self-service automation portal for recurring maintenance tasks. This initiative permanently reclaimed the capacity of one full-time engineer, shifting that bandwidth toward core product feature development.

Senior Software Engineer — Broadcom / VMware, Austin

Oct 2022 – Apr 2025 · Java, Spring Boot, React, TypeScript, PostgreSQL, Kubernetes, GitLab CI

- Guided the architecture and delivery of 6 products across 3 teams. Mentored 14 engineers through system design and pair programming, directly accelerating promotions and fostering a culture of technical excellence.
- Aligned cross-functional teams to implement a Prometheus/Grafana/Loki stack, reducing incident response times by 70%. Proactively optimized performance via indexing and caching to maintain stability during a 250% surge in adoption.
- Spearheaded a strategic Java/Spring Boot and React/TypeScript application, delivering 20% ahead of schedule. Optimized CI/CD pipelines to support concurrent, non-blocking test execution, cutting wait times by 50%.

Tech Lead — Kessel Run, Boston

2019 – 2022 · Java, Spring Boot, React, TypeScript, MySQL, RabbitMQ, Protobuf, Cloud Foundry

- Tech lead of a 12-engineer product team, providing technical expertise and mentorship while facilitating key technical decisions. Successfully advocated for critical technical improvements with product and organizational management, collaborating with partner teams. This resulted in an 80% reduction in time-to-market for mission-critical features and a 60% decrease in defects.

Software Engineer — U.S. Air Force (Computer Systems Programmer), various locations

2016 – 2019 · .NET, Firebase, React, TypeScript, Swift, MongoDB

- Critical to formation of a breakout agile development lab. Awarded the Air Force Achievement Medal for introducing modern software development techniques to 28 junior engineers, as well as leading discovery and framing for 7 individual software products, including one which was nominated as the Air Force's Most Innovative web application in 2019.

Skills

Practices: Technical leadership, Agile/XP, TDD, CI/CD, Event Sourcing, Agentic development, Web development, RESTful services, Domain-Driven Design

Languages: Java, JavaScript, TypeScript, SQL, HTML/CSS, .NET/C#

Frameworks and tools: React/Next.js, Spring Boot, Dropwizard, JPA/Hibernate, NestJS, Prisma, Vite/Vitest, AWS, Kubernetes, Docker, Git and GitLab CI, Maven/Gradle, JUnit, Prometheus, OpenTelemetry, RabbitMQ, MySQL, PostgreSQL

Clearance

- DoD TS/SCI eligible
- DHS/TSA PERSEC