George Haws

Staff Software Engineer

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SUMMARY

Staff engineer with thirteen years on complex B2B products, from industrial data platforms to FDA-registered clinical software to a database-as-a-service console. I own the product surface end to end: client architecture, UX, and the services and pipelines under it. At Aerospike I lead the front-end team, cut end-to-end CI from an hour to 8 minutes, moved releases from every few weeks to several a week, and built the agentic development workflow now used by engineers and non-engineers across the org.

SKILLS

Languages: TypeScript, JavaScript, Java, Go, Scala
Frontend: React, Next.js, HTML, CSS, D3
Backend and data: Node.js, Express, Spring, GraphQL, REST API design, MariaDB
Testing and delivery: Playwright, Jest, CI/CD design, webpack
Cloud: AWS, GCP, Azure
AI tooling: Claude Code, Cursor, Agent skill development

EXPERIENCE

Staff Software Engineer, Aerospike — Mar 2026 – Present
Remote

- Tech lead and acting manager for the four-engineer front-end team; set technical direction for Aerospike Cloud, the DBaaS console, and the desktop database browser.
- Took releases from every few weeks to several times a week by re-architecting the Playwright end-to-end suite that 7 engineers across 2 teams depend on: most tests moved to mocked infrastructure, with live databases kept for critical workflows only.
- Cut end-to-end CI time from 60 minutes to 8 and flake rate from over 40% to under 5%, and reduced provisioned test databases by 80%.
- Built the user flows and backend-for-frontend layer for GCP support in Aerospike Cloud (Next.js), which let one of the company's largest customers migrate 80 self-managed database clusters to the hosted service.
- Wrote the RFC for feature-enablement governance and traceability in production, where none existed. Accepted by SRE management, it is now policy across the engineering org.
- Narrowed the shared feature library to cross-product features only, cutting release volume and test overhead; four core features now ship to Aerospike Cloud and the desktop app from one codebase. Built the CI/CD pipelines for the library and the design system component library.
- Built the engineering org's AI development workflow: curated agent skills backed by fast deterministic feedback loops (lint, type, and test gates in CI) and agent-driven design-standards review. Adopted by engineers and non-engineers across the organization.

Senior Software Engineer, BITSCOPIC — Aug 2024 – Mar 2026
Remote

- Sole front-end engineer for two products used across about a dozen hospital systems, owning design, implementation, and delivery end to end: PraediAlert, FDA-registered clinical surveillance software for infection preventionists and pharmacists, and Praedico, a nationwide public health surveillance and outbreak management platform. Built new endpoints in the Java Spring backend and maintained the service.

- Redesigned and rebuilt PraediAlert as a React application in about three months while it stayed in clinical use: visual design, reworked critical workflows, and the full implementation, replacing the legacy Ember codebase.

Software Engineer, Independent Contractor Oct 2023 – Feb 2024
Remote

- Built the front end of an AI-assisted clinical trial design tool for an early-stage client.

Staff Software Engineer, Element Analytics Sep 2020 – Sep 2023
Remote

- Made the case for a dedicated front-end team, recruited all four engineers, and managed it: the team took full ownership of the flagship React application and the cloud-native connectors to OSIsoft PI, SAP, Honeywell, IBM Maximo, Amazon S3, and Power BI, replacing a model where backend engineers filled in on front-end work.
- Grew end-to-end coverage from a handful of tests to a full suite; releases went from monthly to several times a week.
- Promoted two engineers from junior to mid-level.

Senior Software Engineer, Element Analytics Jul 2016 – Sep 2020
San Francisco Bay Area

- Designed and built a drag-and-drop visual programming language for transforming industrial historian data.
- Re-architected the canvas's React rendering, layout engine, and state management, raising its practical ceiling from hundreds of nodes to thousands.
- Built the unit testing framework, browser integration test suite, and continuous delivery pipeline for the primary React application.
- Served as product owner and scrum master for the React app: set the roadmap and met with users to shape requirements.
- Mentored junior engineers on React architecture and front-end engineering practice; contributed to the Scala and MariaDB backend.

Software Engineer, Apcera Feb 2015 – Jul 2016
San Francisco Bay Area

- Built the dashboard for Apcera's container platform with a small team of engineers and designers, using Mithril.js and React.

Engineer, Bleacher Report Oct 2014 – Jan 2015
San Francisco Bay Area

- Implemented a full redesign of the home page, seen by more than 80 million unique visitors a month.

Product/Platform Engineer and Development Team Lead, Chute Aug 2013 – Sep 2014
San Francisco Bay Area

- Owned the technical backlog for Chute's core front-end product, a Marionette.js application, and shipped a JSON API, performant D3 charts, and a queued processor for aggregating analytics data on aggressive deadlines.
- Led a team of two to four engineers on professional services projects: set coding standards, built automation tooling, and scoped projects with clients on pre- and post-sales calls.