

# Nicole Bailey

## Software Engineer

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### Profile

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Hi, I'm Nicole!

I'm drawn towards hard problems, new tech, and good people.

I enjoy writing APIs, designing solutions, delighting customers, and making the world better.

#ThinkCreative

### Professional Experience

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#### Software Development Engineer II, *Flexe Inc.* [🔗](#)

12/2021 – present

Flexe creates programmatic software solutions that tackle real-world logistics infrastructure demands.

Remote

- **Project Leadership:** Designed, led, and implemented a cross-team Mobile Scan-Print-Apply SSCC label printing solution that eliminated a handshaking problem and enabled new customer acquisition
- **Work Together:** Led quarterly Developer Experience review meetings, surfacing team DX feedback upwards to management
- **Work Smart:** Designed, led, and implemented Master Bill of Lading document creation, wielding existing architecture to quickly and cheaply create new solutions that meet customer demands
- **Engineering Excellence:** Built and delivered an org-wide tech workshop for Code Complexity, teaching simple methods to immediately reduce developer friction
- **Operational Excellence:** Established norms around our mobile release strategy that improved visibility and accountability, enabled monthly releases, and reduced deployment rollbacks by over 85%
- **Make It Better:** Designed & Implemented a comprehensive E2E Android testing suite using Espresso for the in-house mobile app, cutting deployment testing cycles from 2 calendar weeks down to a single day

#### Co-Creator, Software Engineer, *Retrospect* [🔗](#)

2021

Retrospect ([retrospecthq.com](https://retrospecthq.com) [🔗](#)) is an open-source, full-stack observability tool combining back-end tracing and front-end session replay tools to allow developers to easily debug distributed systems.

Remote

- Designed & Implemented NoSQL schema for Apache Cassandra DB storage cluster
- Designed & Implemented API recordkeeping server that aggregated front-end events & back-end traces, storing them in Cassandra cluster. Written in Golang
- Created functional testing suite for API server infrastructure, via Python/PyTest
- Instrumented back-end Node.JS service using OpenTelemetry
- Dockerized infrastructure services for easier deployment
- Co-authored the Retrospect case study: <https://retrospecthq.com/#case-study> [🔗](#)

#### System Administrator Analyst II, *Sartorius*

2017 – 2020

Sartorius is a German-based global bio-pharmaceuticals research equipment and supply manufacturing company.

Ann Arbor, MI

- Automated advanced user account creation and IAM configurations in ActiveDirectory and SCCM by creating PowerShell and Python tooling
- Managed endpoint device setup and return workflows for 1200 users across NA
- Led the monthly Corporate IT Onboarding Program for new hires in US+LATAM

## Skills

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### Languages

Ruby/Rails, Python, Go/Golang,  
Javascript/Node.JS, SQL

### Technologies

Git, Docker, PostgreSQL, MongoDB, HTTP/REST  
APIs, Large Language Models

### Cloud

GCloud/GSuite, Digital Ocean, Heroku

### AI/LLMs

Llama, LangChain, OpenAI/ChatGPT, Whisper,  
Vector Stores (like ChromaDB)

### Books I Like

Atlas of AI  
Radical Candor  
Practical Object-Oriented Design in Ruby  
99 Bottles of OOP  
97 Things Every Software Architect Should Know

## Education

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**Launch School**, *Software Engineering* [↗](#)

2020 – 2021

A mastery-based multi-year full-stack software engineering curriculum emphasizing core fundamentals, problem-solving skills, and Just-In-Time (JIT) Learning.