

Jude Allred

CTO & CoFounder @ Hash.ai;
Fog Creek's first and only CTO, wearer of many hats;
Senior technologist specializing in product incubation;
Servant leader who builds high-leverage teams.

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Building HASH, a Tech Startup in Scientific Simulation

HASH, INC. — CTO & CoFounder

January 2019 - Present

- Partnered with CEO to define and build V1 of software platform
- Leading product architecture, defining MVP, and running engineering hiring strategies and execution.

Ten Years at Fog Creek Software, from Intern to CTO

Fog Creek Software, NYC — Senior Member of Technical Staff

June 2008 - January 2019 -- [For a detailed narrative, check my CV at allred.nyc](#)

- Initially hired as Full-Stack Developer contributing to FogBugz
- Tuned Full-Text Search engine to achieve **100x speed gains** and tuned MSSqlServer to reduce web response times by half.
- Partnered with Patrick McKenzie, a SEO and business development expert, to analyze and tune customer acquisition; **raised Fog Creek's bottom line by 20%**
- Worked with FogBugz team to build a bespoke client-side web application in 2012, digging deep into JS and browsers.
- First employee on site to assist at our NYC data center during Hurricane Sandy; [There's a documentary about it.](#)
- Built a comprehensive and hurricane-tolerant backup/restore system for FogBugz, powered by AWS Glacier.
- **Founded and lead multiple teams**, scaling them to ~8 people then coaching new leaders to take the helm
- Lead initiative to fully virtualize our production environment; Later leveraged this work into a new product, FogBugz Onsite, and unlocked over **\$2 million in enterprise sales.**
- Shipped the 'WallStreet' initiative, overhauling our accounting and pricing systems and **increasing our revenue by about 15%.**
- **Lead technical hiring** and authored a complete overhaul of our engineering career ladder and salary leveling system.
- Executive in charge of **product incubation for Glitch**; oversaw scaling of team up from original 3 founding members and managed changeover of engineering focus from FogBugz to Glitch. **Glitch is now the entire company**, a team of 35+
- Lead architecture and feature development for Glitch.com as an [open-source project on GitHub.](#)

SKILLS

Moving the needle; I seek tasks in an organization that impact its bottom line, build teams around solving them, then automate myself out of the process so I can do it again.

Product incubation; I know how to take an idea from a daydream all the way through incubation and proof, build a team for it, take it to launch, find its market fit and handle its maintenance gracefully.

Team creation and mentorship; I love highly effective engineering teams, and I teach them to focus on solving important problems instead of churning through lists of tasks.

Polyglot programmer and architect; I've written and architected code at every part of the tech stack. My list of known tools won't fit on this page, but by hours spent I'm most deeply into C/C++, C#/.NET, and most recently Javascript/ES6 + React.js. I seek to find and use the best tools for the task.

Academics & Research

University of Colorado at Boulder — BS/MS CompSci

August 2004 - May 2009

Completed a concurrent Bachelor's/Master's degree program in Computer Science with the College of Engineering and Applied Sciences.

I received the **Outstanding Graduate for Service** award, given to one student across entire College of Engineering for outstanding community service and contributions.

Research and Publications

Bachelor's Thesis: [A Recipe for Game Development Assignments in CS2](#)

Master's Comp. Exam: [No Silver Lecture: Essence and Accidents of Computer Science Education](#)

ACM SenSys 2007: [SensorFlock: An Airborne Wireless Sensor Network of Micro-Air Vehicles](#)

Leadership Activities and Achievements

- President, CU Game Developer's Club, 2007 - 2009, Officer since 2006, Member since 2005
 - Functioned as project manager, advisor, and mentor for student game development projects.
- Imagine Cup Software Design Invitational National Finalist 2008 & 2009, Regional Finalist 2007
- University of Colorado Engineering Fellow, 2007 - 2009
- Committee Member of CU Engineering Excellence Fund, helping to manage ~\$400,000 in annual student grants, 2006 - 2009
- Chairman, CU Computer Science Undergraduate Advisory Committee, 2006 - 2009
- Treasurer, CU Student Chapter of the ACM, 2006 - 2007
- Lead a programming team to develop an educational gamelet, teaching object-oriented programming logic to students at the U.S. Air Force Academy in Colorado Springs.
- Team ranked 4th out of 52 in 2006 ACM Regional Programming Contest, ranked 1st out of ~15 locally
- University of Hawai'i 2003 Science Fair: Best in Category: Physics

NASA, Atlanta GA — NASA SHARP Apprentice

June 2003 - August 2003

Apprenticed under Professor Stephen Ruffin in the field of Computational Fluid Dynamics at Georgia Tech.

Co-authored [Validation of the NASCART-GT Flow Solver](#), documenting our experiments with NASCART-GT validated against published airfoil data.

Presentations

CTO School, techniques for scaling servant leadership.

Strange Loop 2017, lightning talk on spotting Software Canaries.

Tech Talks, monthly throughout most of my career at Fog Creek, topics ranging from UX design psychology through programming languages.