CALEB PHILLIPS

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Seasoned software engineer with 25+ years of experience delivering scalable, data-driven platforms. Now focused on consulting and fractional engineering work — helping teams ship faster, integrate smarter, and scale reliably.

Languages & Platforms: Clojure, Java, JavaScript, Ruby, SQL
Cloud & Infrastructure: AWS (EC2, S3, Lambda, Batch, ECS, IAM, etc.), Docker,
Datastores: Datomic, Elasticsearch, DynamoDB, PostgreSQL, MySQL
Leadership: Team hiring, mentoring, project rescue, technical strategy.

Lead Engineer & VP of Technology	Simple Modern	2018–2025

- Led the development of sales/inventory/logistics data aggregation app that was used to drive decisions throughout the company.
- Led the implementation of NetSuite, including integrations with sales channels (Amazon, Shopify, Walmart, Target, many more), warehouses and internal reconciliation processes.
- Grew engineering team to 5 members.
- Oversaw team projects including development of data lake / analytics platform, product personalization process, and a custom-built warehouse management system.

Lead Engineer	Cicayda	2012–2018

- Led engineering team in the development of SaaS e-discovery products, which were market leaders in capability and scale.
- Developed NLP and search indexing strategies for customer projects containing many millions of documents.
- Led development of processing pipeline to maximize throughput and reliability, particularly with regard to Elasticsearch and Datomic.
- Transitioned the platform from on-prem infrastructure to AWS.

Software Engineer	Self Employed	2011–2012

- Subcontracted with 8th Light in Chicago, working for several clients on projects in Ruby, Java and JavaScript.
- Helped clients with feature implementation, bug hunting, query optimization and project structure.

Sr Software Engineer & Engineering Manager   PICA Group   2005–2011

- Developed an automatic payment system for insurance policy premiums.
- Developed deep integrations with legacy policy management system to give customers self-service options on the web.
- Managed migration to new document generation system.
- Introduced disciplines of source control (SVN, Git), continuous integration, automated unit testing and agile project management.
- Taught classes on Java programming and general programming concepts.

Software Engineer   CNA   2001–2005

- Developed an application to audit medical fees charged by third parties. Recognized with award due to the speed and accuracy of the application, compared to the program it replaced.
- Re-wrote a process which provided commission statements on the web for agents. Resolved memory and storage constraints. Sped up rendering from seconds to milliseconds.
- Led the adoption of "plain old Java" development using tools like Spring, ActiveMQ, Hibernate and iBatis at a time when J2EE was still the law of the land.
- Introduced disciplines of source control (PVCS, CVS), automated build/deploy and automated unit testing.

Internships
- GE – Troubleshooting Java EDI software. Problems with file locking, multi-threading and memory.
- Vanderbilt – developed web content with Cold Fusion and VRML. Moderated online programming courses

Education
B.S. Computer Science, MTSU, 2000