

CODY SEHL

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Development Skills

Languages: Typescript, Kotlin, Ruby, HTML, CSS, SQL

Frameworks & Tools: React, Jest, React Testing Library, Ruby on Rails, Android, iOS, MySQL, Git, Linux

Knowledge of: agile methodologies, pair programming, test driven development, object oriented and functional programming

Design Skills

Knowledge of: page layout, composition, typography, UI/UX prototyping, user flow creation, effective language and product copywriting

Independent Work

— Recorded a series of videos on the non-technical parts of software development: youtu.be/XDBo2qu8_8I

— Created native mac app to observe and debug changes to the filesystem: filewatcher.codysehl.net

— Wrote and bound book on Futura typeface and its designer, Paul Renner

— Continue to create writing that is both technical and accessible at blog.codysehl.net

— Created user flow mockups and design documents for independent project to send motivational text messages

— Recreated assignments from Fundamentals of 2D Design class at Knox College using HTML, CSS, & JS

Education

Bachelors of Arts in Computer Science at Knox College

Engineering Manager

Gusto (2025 November – Present)

- Managing team of 5 engineers
- Leading AI adoption for the Gusto Pro org; trained 30+ managers across two additional organizations on AI tooling and workflows
- Help plan and run company-wide in-person engineering onboarding (8.3/10 satisfaction score); developed AI curriculum and present to new engineers each quarter

Staff Software Engineer

Gusto (2023 October – 2025 November)

- Led Wholesale Pricing as Technical Lead, a revenue-critical project enabling bulk discount deals with large accounting firms; coordinated across Sales, Legal, Finance, Billing, Operations, and Engineering
- Led a team of 3 engineers to deliver Payroll Hub, a payroll visibility product for accountants; drove a cross-org effort to standardize payroll state representation across the payroll domain
- Mentored an intern whose AI/ML proof-of-concept reduced bookkeeping integration setup time by 50%; intern received a full-time offer
- Served as company incident commander on call, coordinating across engineering, support, security, and legal during most severe (SEV-1, SEV-2) incidents

Senior Software Engineer

Gusto (2019 October – 2022 November)

- Increased the number of customers using fast payments (from 66% to 83%) by planning, leading, and contributing to projects that improved customer satisfaction with backend and frontend features
- Built customer segmentation system for support and sales teams to increase satisfaction and retention of Gusto's highest value customers
- Improved company-wide developer experience by documenting build times for mobile apps (Android: -4m, iOS: -30s), improving CI readability, and automating manual tasks
- Grew the corpus of company-critical knowledge by investing in internal systems and mobile build tools (<https://youtu.be/m2Zb6Nka0n0> <https://blog.codysehl.net/2023/Understanding-the-XCode-Build-System/>)

Senior Android Developer

POSSIBLE Mobile (2018 September – 2019 October)

- Developed PGA Tour and ConEd mobile apps using modern Kotlin and Android
- Constructed JSON APIs and supporting documentation relating to data flow and system architecture
- Mentored junior developers and lead discussions on best practices regarding version control, design patters, and clean code
- Analyzed and addressed compilation bottlenecks to improve average local build speed by 11%, CI build speed by 14%

Teaching Fellow

Turing School of Software and Design (2018 March – June)

Full Stack Developer

Pivotal — Tracker Team (2015 August – 2018 March)