

# DOUG MORGEN

San Francisco, CA · (858) 405-1202 · [dougmorgan.com](http://dougmorgan.com) · [www.arrafund.com](http://www.arrafund.com) · [advice.dougmorgan.com](http://advice.dougmorgan.com)  
dougasmorgen@gmail.com · [linkedin.com/in/dougmorgan](https://www.linkedin.com/in/dougmorgan)

Full-stack engineer and former founder with **deep product and customer focus**, strong systems architecture experience, and a proven track record of **building and scaling high-revenue businesses**. Adept at **learning new technologies**, leading engineering initiatives, and architecting and building scalable, reliable systems.

---

## Senior Full-Stack Engineer · BrightGo · *April 2025 – Present*

- Architecting a **hybrid ERP accounting and operations system** that integrates legacy ERP data with Brightgo's **Ruby on Rails/Postgres** backend, a **React/Chakra** front end, and LayerFi's accounting APIs and UI components to deliver a modernized alternative for companies managing **over \$20M in annual revenue**
- Engineering importer pipelines to migrate and reconcile legacy ledger data with penny-perfect accuracy, enforcing idempotency, unique external IDs, and strict double-entry balance validation
- Normalizing account type/subtype hierarchies during migration, guaranteeing compliance with LayerFi's accounting constraints and eliminating classification errors that previously blocked financial close
- Building executive-grade React dashboards with live P&L, vendor, and customer detail views by combining Brightgo's data models with LayerFi's real-time components, optimized with SWR for sync accuracy and styled to pixel-perfect Figma specifications
- Implementing a role-based permissions system with Rails policies and React front-end gating to secure sensitive accounting workflows while sustaining **<50ms authorization checks** across thousands of concurrent users

## Founding CTO and Full-Stack Engineer · Stealth Startup · *February 2024 – Present*

- Building a **full-stack Ruby on Rails 8 application** with **Turbo, Stimulus, Postgres, JavaScript, Redis**, and **Tailwind CSS** deployed to **AWS S3** and **Cloudfront** for image serving, hosted on **Heroku** to connect influencers and businesses
- Scaling **ActiveRecord** and **ActiveStorage** to be fast (no more than 100 queries taking 50 ms on any page load) and app is global and multi-currency to calculate commissions on Shopify and Wordpress checkouts
- Designing and implementing a full polymorphic comment, like, follow, and share system for all relevant models
- Developed a shopify app that's live in the app store for tracking earnings and commissions
- Implementing integrations with Stripe, Wise, and writing dedicated OAuth and encryption services

## Senior Software Engineer · EasyPost (YC 2013) · *Feb 2022 – Nov 2023*

- **Led architecture for mission-critical billing systems** handling **\$8 billion in shipping volume** for **UPS, FedEx, and DHL**
- Developed **high throughput microservices** and **optimized MySQL database partitions** for performance and especially maintainability

- Designed and launched a **QR code endpoint** that generated 100k return labels a day in collaboration with **UPS and key stakeholders**
- Standardized **default carrier billing integrations** by building reusable libraries for **scalable, cross-platform billing logic**

### **Tax and Investing Site · Personal Project · *March 2025 - Present***

- Built and deployed a financial advice site using **Next.js, TypeScript, React, Prisma, and Vercel**
- Uses a Prisma schema with Postgres, a mobile-first UI, and SEO-optimized static rendering
- Portfolio backtesting and Monte Carlo simulations coming up

### **Software Engineer II · EasyPost (YC 2013) · *Oct 2019 – Feb 2022***

- Built and extended **business-critical Ruby on Rails API services** powering logistics and shipping infrastructure.
- Migrated 15 services from our **Rails monolith to Python Flask and Django microservice architecture**, improving reliability and developer productivity
- Led development of our in-house **UPS DAP shipping and billing infrastructure**, handling **\$15M in annual shipping volume**

### **Founder, CTO, Owner & Lead Engineer · Cellular Country · *2005 – 2019***

- Built and scaled an **\$8M/year B2C eCommerce business**, developing **enterprise-level inventory, fulfillment, accounting, and CRM** systems in **PHP & MySQL**.
  - Designed and implemented an **AI real-time dynamic pricing model** to maximize revenue on every SKU sold
  - Increased conversions on product pages, product listing pages, checkout page, and confirmation page by anywhere from 10 to 30 percent using **A/B & multivariate tests** with **Google Website Optimizer** and **Visual Website Optimizer**
  - Led **SEO & SEM strategies**, driving **highly profitable organic** growth to 5000 users per day and **profitable paid traffic growth** to 3000 users a day
  - Managed **supply chain & inventory automation** of 10,000 unique SKU's and 2000 active SKU's at any time, ensuring real-time tracking and seamless fulfillment
  - Oversaw **UX development**, leading multiple remote engineers and designers to meet **aggressive deadlines**
  - Responsible for 24/7/365 99.9 percent uptime devops on bare metal Linux servers
  - Managed an in house staff of 10 employees handling all customer service and operations tasks
- 

## **EDUCATION**

### **M.S. Mechanical Engineering, University of California, San Diego**

- Developed novel imaging & chemical composition models to calculate **flame temperatures**.

### **B.S. Engineering Science & Mechanics, Virginia Tech**