DOUG MORGEN

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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*

- **Architected a hybrid ERP accounting + operations platform** integrating legacy ERP data with **Ruby on Rails/Postgres**, **React + Chakra UI**, and **LayerFi's accounting APIs and UI components**, delivering a modernized system for companies managing **$20M+ in annual revenue**.
- **Designed and built a true job-costed payroll system**, enabling per-job labor tracking, real-time cost attribution, and accurate payroll-to-ledger reconciliation for operational and financial reporting.
- **Modernized the React Native mobile app to support complex schedule editing**, multi-shift workflows, and real-time validation for field employees and supervisors.
- **Engineered high-throughput data-migration and reconciliation pipelines** to import legacy ledgers with **penny-perfect accuracy**, enforcing **idempotency, globally unique external IDs, and strict double-entry balance validation**.
- **Normalized and enforced accounting account type/subtype hierarchies** during migration, guaranteeing full compliance with **LayerFi's ledger constraints** and eliminating classification errors that previously blocked financial close.
- **Delivered executive-grade React dashboards** with live **P&L, vendor, and customer detail views**, combining BrightGo's domain models with **LayerFi's real-time financial components**, optimized with **SWR** and matched to **pixel-perfect Figma specifications**.
- **Implemented a high-performance, role-based permissions system** using **Rails policies and React front-end gating**, securing sensitive accounting workflows while sustaining **sub-50ms authorization checks at scale**.
- **Designed production-grade background job orchestration** for financial workflows including imports, payroll calculation, and reporting synchronization.

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

- Founded and built a **global, multi-currency creator monetization platform** connecting influencers and businesses using **Ruby on Rails 8, Turbo, Stimulus, Postgres, Redis, Tailwind, and JavaScript**.
- Architected and deployed **high-performance Rails systems** with aggressive performance targets (**<100 queries, ~50ms page loads**), optimized **ActiveRecord and ActiveStorage** at scale.
- Designed and implemented a **polymorphic social graph** (comments, likes, follows, shares) across all core domain models.
- Built a **Shopify app with Next.js deployed on Render (LIVE in the App Store)** for tracking real-time earnings and affiliate commissions across stores.
- Implemented **secure financial integrations** with **Stripe and Wise**, including **custom OAuth flows, webhook pipelines, and encrypted credential storage**.

- Built **high-volume webhook ingestion pipelines** for Shopify + Wordpress, including **HMAC verification, idempotency, retry safety, and async forwarding** between a **TypeScript/Remix (Vercel)** app and **Rails backend**.
- Designed a **multi-currency commission engine** with dynamic multipliers and revenue attribution tied to Shopify order lifecycle events.
- Deployed infrastructure across **Heroku + AWS S3/CloudFront**, handling CDN image delivery and global traffic.
- Own **end-to-end product delivery**: product design, backend, frontend, infrastructure, security, payments, and third-party integrations.

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

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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**