

Russell Stephens

Engineering Leader & Founder

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NYC Metro Area

BetterKey — Princeton, New Jersey

Founder | Aug 2024–Present

- Founded and operates an independent connected-car software company spanning product, engineering, business development, sales, marketing, partnerships, and operations.
- Built and launched a production consumer product across iOS, Apple Watch, widgets, Live Activities, Siri, and smart-home platforms, integrating with automotive APIs and vehicle manufacturers.
- Own the full product lifecycle including strategy, UX, engineering, pricing, customer development, analytics, acquisition, and distribution.
- Lead business development and strategic partnerships with technology and automotive platforms, while directly managing customer acquisition, sales, and product-market validation.
- Built and operates the complete technology platform, including mobile applications, Go backend services, cloud infrastructure, payments, analytics, CI/CD, and third-party integrations.

Tandem Diabetes Care — San Diego, CA

Senior Principal Engineer | Aug 2022–2024

- Founded and led the company's first Mobile Infrastructure team, owning the roadmap and technical direction.
- Brought Mobile Infrastructure together with the embedded platform team into a single **7-person organization spanning mobile and embedded pump software**; began hiring an Engineering Manager to lead the combined team as it grew.
- Reduced Mobile Engineering operating costs by **50%** and mobile build times by **75%**, from approximately 1 hour to 15 minutes.
- Reworked team ownership and engineering processes to give teams more autonomy and improve planning, estimation, and incident response.
- Served as the engineering liaison for **Procurement and Legal**, leading mobile vendor relationships, contract negotiations, and technology procurement.
- Introduced engineering practices including RFCs, runbooks/playbooks, incident management, feature flags, real-time monitoring, remote configuration, and multi-app architecture.

Bitrise — Budapest, Hungary

Engineering Manager / Staff Engineer | Jan 2022–Aug 2022

- Joined as the **first US engineering hire** and led the US recruiting effort, closing **12 senior+ engineering hires in 3 months**.
- Represented Mobile Engineering in company-wide OKR/KPI planning, aligning technical strategy, staffing, and engineering capacity with business priorities.
- Led technical due diligence of Bazel technologies that contributed to the **acquire of Flare.dev**.
- Led Release Automation engineering and delivered an MVP in **2 months**.

Compass — New York, NY

Engineering Manager / Staff Engineer | 2020–2022

- Founded and led a **3-team, 9-person Mobile Infrastructure organization** spanning Core Platform, Performance & Monitoring, and Release Automation.
- Owned organizational design, hiring, technical strategy, and roadmaps; served on the Engineering Promotion Committee and as a Sev1 incident leader.

Senior Software Engineer / Team Lead | 2018–2020

- Founded and led the Core Platform team, owning its roadmap, architecture, and technical direction.
- Served as lead architect for Compass's modular mobile architecture and led remote onboarding of a new Hyderabad development team.
- Led engineering for Compass Sign, a core mobile product initiative.

Software Engineer | 2016–2017

- Joined as the **second mobile engineer** and helped scale the mobile organization from **2 to 25 engineers**.
- Completed a full Swift rewrite of the iOS application in one quarter and reduced third-party dependencies from **25 to 4 frameworks**.

Tonic Design Co. — Philadelphia, PA

Lead Mobile Engineer | 2015–2016

- Led the Hinge iOS rewrite in Swift and the migration of Hollister / Abercrombie & Fitch from a native web application to Objective-C.
- Mentored junior engineers and established development practices and standards.

Earlier Experience

Continental Tide Defense Systems Inc. 2013–2015

Teradata Corporation. 2013

Brandsource. 2012

DRS Technologies. 2011

Education

Drexel University, Philadelphia, PA

Bachelor of Science in Software Engineering

Minor in Computer Science