

Al Newkirk

Results-Oriented Senior Engineering Leader. 30 years in the industry, leading multiple engineering teams since 2018, building APIs and distributed systems at Klaviyo, ActiveCampaign, and Linode. Billions of daily events, 10x incident reduction, teams of up to 13 engineers.

al@alnewkirk.com

<https://alnewkirk.com>

<https://www.linkedin.com/in/alnewkirk/>

Miami, FL

EXPERIENCE

Founder and Principal Engineer

AllSign, Miami, FL – Aug 2025 to Present

(AWS, TypeScript, PostgreSQL, Bun)

Founded AllSign, an agreement negotiation platform built with first-class AI agent collaboration. Solo founder; own product strategy, architecture, and engineering end-to-end.

- Designed and built a Model Context Protocol (MCP) server so AI agents can participate in agreement negotiation alongside human users, treating agentic collaboration as a first-class platform capability rather than a bolt-on integration.
- Shipped a robust OpenAPI 3.1.0 compliant API as the contract of record. Third-party integrations, AI agent access, and the platform UI all consume the same programmatic surfaces.
- Chose Bun over Node for the runtime to gain native TypeScript execution and lower startup latency. Selected PostgreSQL on AWS as the storage and infrastructure baseline.
- Built a custom job processor with retry semantics and scheduling rather than adopting an off-the-shelf queue. Trade-off: more code to own, in exchange for predictable behavior tightly aligned with the product.
- Implemented OAuth SSO via WorkOS and designed the app to have a mobile-responsive UI to ease onboarding from day one.

Senior Software Engineering Manager

Klaviyo, Boston, MA – Nov 2022 to Aug 2025

(AWS, JavaScript, MySQL, Python, Go, Kubernetes)

AI Newkirk

Led 2 teams (9 engineers) owning the Artifact Pipeline (2+ billion events/day) and Deliverability/Compliance systems for a marketing automation platform processing 20 billion messages per day. Mentored 1 manager and 3 junior managers across the organization.

- Delivered a 30% improvement in content rendering pipeline latency, improving time-to-inbox for millions of daily messages.
- Reduced PagerDuty incidents from roughly 3 to 4 per week to about 1 to 2 per month by redesigning on-call rotations, introducing daily support rotations, and running incident-focused retrospectives.
- Partnered with Product to ship a hosted DNS feature for non-technical customers; 20% of the platform's userbase adopted it within one month.
- Designed a planet-scale autoscaling queuing architecture to eliminate head-of-line blocking in Kafka-based event processing. Wrote the RFC; approved by the architecture review board.
- Led migration of the Artifact Pipeline from Python monolith to Go-based architecture with safe, iterative rollout strategy.
- Stepped in to restructure a stalled backend data pipeline migration: rewrote the RFC, clarified scope, and authored core data models (Python). Delivered within the next sprint.
- Drove AI tooling adoption across the team during the Python to Go Artifact Pipeline migration, accelerating engineer ramp-up on Golang and gRPC. Required engineers to share successful workflows, turning individual productivity gains into team patterns.

Senior Software Engineering Manager

ActiveCampaign, Chicago, IL – Oct 2021 to Nov 2022

(AWS, JavaScript, MySQL, PHP, Java, Kubernetes)

Led 2 teams (7 senior engineers) owning the WYSIWYG email editor and the end-to-end email sending pipeline.

- Launched a new WYSIWYG email editor with 70% customer adoption within one quarter, maintaining strict 100% backward compatibility with all legacy editor versions.
- Drove development of a new event-driven sending pipeline (Java, Spring Boot, Kafka, CDC), replacing the legacy (PHP, MySQL, RabbitMQ) stack.
- Introduced lightweight Agile sprint processes that replaced inconsistent Kanban practices, improving delivery consistency and performance visibility across both teams.
- Established SLAs for bug triage and resolution, reframing bugs as broken commitments to paying customers.
- Earned trust from teams that had operated without management for nearly a year; mentored managers and ICs through consistent feedback loops and performance coaching.
- Partnered directly with third-party editor framework developers, providing integration feedback that improved both the framework and our implementation.

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Senior Software Engineering Manager

Linode, Philadelphia, PA – Jul 2020 to Oct 2021

(HTML, CSS, JavaScript, Perl, Python, Kubernetes)

Directed 3 engineering teams (API, LKE, Developer Experience) spanning senior and mid-level engineers building cloud infrastructure products.

- Led cross-functional teams (Product, Design, and Engineering) to launch LKE (Kubernetes-as-a-service), achieving 15% month-over-month adoption among new users and exceeding early revenue forecasts. Managed pricing, rollout strategy, and deprecation policies.
- Transformed the API team from specification-last to API-first development practices, integrating OpenAPI validation into CI/CD pipelines.
- Delivered customer-facing and internal systems including CI/CD pipelines, deployment automation, and Kubernetes orchestration tooling.
- Established clear team ownership boundaries, preventing the DX team from becoming a catch-all for loosely defined work.
- Championed developer experience improvements, reducing friction in local development, testing workflows, and production operations.
- Defined SLIs, SLOs, and on-call boundaries for LKE, separating platform issues from upstream Kubernetes behavior to protect engineering focus.

Senior Software Engineering Manager / Principal Consultant

AI Newkirk, Rogue Studios, Philadelphia, PA – Aug 2018 to Mar 2020

(HTML, CSS, JavaScript, Go, Ruby, Perl, PostgreSQL)

Co-founded a startup studio; managed end-to-end business operations, client relationships, and engineering delivery across multiple greenfield SaaS products.

- Co-founded Rogue Studios with a fellow veteran technologist; sourced clients, onboarded customers, and managed delivery end-to-end.
- Managed remote engineering partners and freelancers across multiple projects, driving planning, execution, code quality, and delivery.
- Shipped a legal contract negotiation platform MVP requiring multi-layered backend architecture.
- Designed and delivered production-grade APIs and backend services using Ruby on Rails, React, and Perl.
- Advocated for contract-driven, API-first development practices across client organizations.
- Held regular one-on-ones with engineering partners to provide feedback, align on priorities, and support professional growth.

AI Newkirk

SKILLS

- **AI Engineering:** MCP, Agentic Systems, Claude SDK, OpenAI SDK, Team-Level AI Tooling Adoption (Code Generation, Debugging, RFCs, Testing, CI)
- **Leadership:** Agile, OKRs, KPIs, Scrum, SLOs/SLIs/SLAs, Product Management, Project Management, UML, ERD, Roadmap Ownership, Hiring, Mentoring, Stakeholder Communication, Cross-Functional Collaboration, Performance Management, Talent Development
- **Architectures:** Service-Oriented Architecture, Microservices, REST, HTTP, Hypermedia, OpenAPI, GraphQL, Event-Driven Architecture, FP, OOP
- **PaaS:** AWS, GCP, Kubernetes, Docker, Linux
- **Databases:** PostgreSQL, MySQL, Redis, MongoDB, Couchbase, Elasticsearch, Memcached, Neo4j, Kafka, RabbitMQ, SQL Server, SQLite
- **Languages:** Go, PHP, Perl, JavaScript (TypeScript), Python, Ruby
- **Frameworks:** Rails, Laravel, Django, Spring Boot, Mojolicious, Catalyst, React, Vue, Angular, Ember
- **CI/CD:** Terraform, GitHub Actions, GitLab Pipelines, Jenkins
- **Metrics:** Grafana, Splunk, PagerDuty
- **Management:** Jira, Confluence

EDUCATION

Self-Taught: *30 years of passion-filled self-directed and on-the-job software engineering education in SaaS, distributed systems, and platform engineering.*

Overbrook High School, Philadelphia, PA

Graduated 1997

WEBSITES

- AI Newkirk: <https://alnewkirk.com>
- AI Agents with Multiple Personalities: <https://alnewkirk.com/projects/tbc>
- LinkedIn: <https://www.linkedin.com/in/alnewkirk>
- GitHub: <https://github.com/alnewkirk>