

EVAN GARRIS

ENGINEERING MANAGER & FULL-STACK DEVELOPER

Chicago, Illinois
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When AI absorbs the friction that used to build engineering judgment, where does the judgment come from? I build software and lead teams, but the problem I keep working on is how engineering organizations actually reason -- how decisions get framed, how assumptions surface or don't, and what happens when the systems outpace the team's ability to understand them.

EXPERIENCE

RED FOUNDRY

Chicago, Illinois // 3 yrs 11 mos

Software Engineering Manager

Feb 2025 -- Present

Established an AI governance and workflow model for the engineering team, formalizing scoped agent roles, calibration processes, and CI safeguards to safely scale AI-assisted development across client web, mobile, and backend systems.

Designed and implemented a platform health and risk framework for a large-scale national nonprofit system, transforming reactive bug work into structured insight around system fragility, execution learning, and long-term stability.

Lead a 7-person engineering team across healthcare, nonprofit, and manufacturing engagements, serving as both people lead and technical lead -- designing team structures and review cadences that maintain architectural consistency across domains.

Drive engineering quality through structured code review practices and architectural standards, treating review as a teaching surface where assumptions and tradeoffs become explicit, not just a gate before merge.

Software Engineer

Aug 2023 -- Feb 2025

Became the primary technical owner of a large-scale Azure microservices platform supporting a national food assistance program. Led performance investigations, architectural analysis, and reliability improvements across the full stack.

Conducted a system-wide performance analysis tracing timeout failures back to a specific async bug compounded by query plan instability. Delivered a sequenced remediation plan that eliminated the failure mode and established a stable foundation for enhanced data access.

Served as technical lead on an inventory management system for a mid-sized manufacturing company, translating layered operational workflows into software while mentoring peers and junior engineers through ambiguity.

Junior Software Engineer

May 2022 -- Aug 2023

Developed mobile, web, and cloud applications for a healthcare startup under real regulatory and reliability constraints. Built and supported a mobile application serving hundreds of monthly active users for a staffing company, owning features end-to-end from implementation through production support.

VANIR INSTALLED SALES, LLC

Raleigh-Durham & Chicago // 5 yrs 9 mos

Business Analyst / Technical Project Manager

Jul 2019 -- Jan 2022

Led the design and delivery of a cross-platform internal application for subcontractor management, coordinating a remote development team. Owned ERP customization and rollout across the organization, including process design, implementation, and company-wide training.

Automated core operational workflows using Airtable and Google Cloud, improving visibility and coordination across estimating, sales, and support.

Purchasing & Estimating Manager

May 2017 -- Jul 2019

Led purchasing and estimating in a high-volume environment, securing multi-million-dollar contracts while balancing cost, risk, and delivery constraints. Managed a \$2M inventory portfolio and built a 3-person team responsible for bids and order fulfillment.

Purchasing Agent / Lead Estimator

May 2016 -- May 2017

One of five founding team members of a construction management company. Defined purchasing and estimating workflows for a growing organization, designing processes before building systems.

SKILLS

Azure / .NET / C# / React / React Native / TypeScript / JavaScript / Node.js / SQL Server / Git / CI-CD / ADO / REST APIs / Microservices / Mobile Development

EDUCATION

North Carolina State University

BA, Philosophy // Minor: Middle Eastern Studies