

Ben Glasser

Fullstack Engineer

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PROFESSIONAL PROFILE

My history illustrates a track record of successfully designing, building, and launching new software products. The achievements of which I am most proud have resulted in the creation of new verticals, the diversification of revenue streams, and had a direct impact on bottom lines.

Some notable tech I have worked with professionally includes Javascript, AngularJS, ReactJS, Nodejs, Python, Java, Elixir, Postgres, REST, GQL and SIP (RFC 3261) among others

EXPERIENCE

Fullcast | 2024 - Present

Senior Software Engineer / AI Evangelist

- Built the FullcastPay commissions platform end-to-end: formula builder, calculated fields, editable transaction grids with virtual scrolling, commission ledger with bulk editing, adjustments system, and commit workflow
- Implemented real-time transaction monitoring using WebSocket/Socket.IO integration with connection resilience, state management, and sticky session handling
- Designed and built self-service SSO and SCIM provisioning system enabling enterprise customers to configure identity providers without engineering support
- Architected GTM hierarchy system across compensation plans, crediting rules, and commission ledger with full RBAC enforcement at each hierarchy level.
- Built custom field synchronization pipeline between Node.js backend and PHP commissions API, reducing N+1 sync requests to a single batched call
- Implemented virtual scrolling with expand/collapse for large transaction datasets, improving rendering performance for grids with 500+ records
- Led Datajoin acquisition integration: migrated staging and production environments to AWS, established CI/CD pipelines in Fullcast GitHub, and maintained existing customer base to 0 open P0/P1s

Divvy | 2018 - 2023

Senior Software Engineer / Team Lead

- Wrote an Elixir library to enable ACH parsing for ACH transfers both internally and externally.
- Built a receipt processing service from the ground up which enabled customers to email receipts and have them automatically attached to the correct transaction. The project made heavy use of Elixir's GenServer and leveraged several AWS products including SES, SNS, and S3. A fairly trivial algorithm allowed us to achieve a 75% successful match rate on thousands of receipts per day.
- Serving as Dev Manager and Team Lead I spun up a team of 4 new engineers with a mandate to respond quickly to changing business needs by jumping on high-priority projects in order to accelerate development and get them over the finish line.
- Stepped in as Dev Manager and Team Lead for a team of 15 engineers as we developed the first product to expand the business's main offering with aspirations of adding a second stream of revenue.

Oracle | 2017 - 2018

Principal Software Development Engineer

- Maintained services and systems for Oracle Cloud Infrastructure such as antivirus, dashboards, and AAA functions across several organizations.\
- Used Python, Ruby and Chef to automate policies requiring users to keep home directories free of clutter and keep disk usage to a minimum\

Jive Communications | 2013 - 2017

Software Developer

- As a backend java developer serving as both an individual contributor and team lead, I worked to build a complete replacement of our existing voicemail system, a core component of the platform.
- As a front-end developer, I made heavy contributions to Contact Center, the first new product ever launched outside the core platform, which added 10K MRR in the first month out of beta and enabled competition in a completely new vertical.

EDUCATION

Portland State University | 3.3 GPA

Bachelor of Science (B.S.), Computer Science,

Activities and Societies: PCEP intern

Portland Community College | 3.6 GPA

Associate of Science (A.S.), Computer Science,

Activities and Societies: President of Phi Theta Kappa Honor Society