
(use the lines for notes!)

SONY INTERACTIVE ENTERTAINMENT

Hired as: Engineering Manager - PlayStation Now 2014 - 2015

Role: Leadership for the team, implementation, and launch for PlayStation Now on PS4, Smart TV's, and PC. Directed team in OKRs, workflow development, agile process development, and intern programs.

Impact: Shipped PlayStation Now on PS4, PS Now on PC on time. Expanded team from 4 to 15 engineering/QA FTEs. Implemented OKR process for executive leadership and team alignment, lowering time to market while delighting users with fast, fluid user experiences on multiple platforms. Initial release accounted for first 1 million users of PS Now.

Promotion: Principal Engineer P.S.P. R&D - PlayStation 2015 - Current

Role: Focus core strengths as an innovation and technical leader into transformative, organization-wide moonshot OKRs with a focus on innovation, specifically around new products and services, as well as internal engineering operation improvements. PSP stands for "Platforms, Services, & Products".

Impact: Created significant patent portfolio, including key PS5 generation platform technology traced directly to innovation program deliverables -- prototypes and strategy -- across various social, community, and gameplay product pillars. Helped ship various elements of the PlayStation 5 "Next Generation" web and mobile experiences, as well as built workshops and generated strategy proposals for new products and services.

RED INTERACTIVE AGENCY

Director of Engineering - Web & Mobile Experiences 2012 - 2014

Role: Primary interface between engineering, strategy, design and production teams for all mobile, web, and Unity experiences. Lead process improvement for personnel growth and acquisition, hiring an award-winning, powerhouse creative development team. Developed, trained, and empowered staff of 12.

Impact: Shipped 30+ consumer experiences for marquee brands like CBS, FOX, ESPN, Belkin, Ford, BBC, Warner Brothers, Qualcomm, Microsoft, Lionsgate, Eli Roth, and more. Reconfigured internal processes to focus on collaboration and pull-based agile development. Built 4 cross-functional, co-located experience teams from the siloed and matrixed department structure.

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Director of Engineering 2008 - 2012

Role: Employee #5. Third engineering hire. Jack-of-all trades until we started to grow, when I then took over growing the team and building some structure into development. Balanced rapid development cycles with growing a platform. Interviews one day, database scaling the next. Handled contractors and remote development staff of 15.

Impact: Shipped 15 product experiences in 4 years, with only two engineers the first 2 years. Designed and scaled a 250,000 concurrent user content streaming system for web and mobile experiences. Integrated our proprietary C++ audio fingerprinting technology into consumer experiences with partners like X-Factor, FOX broadcasting, Sony television, US Open, EPIX, and others.



Hello. I'm Landon Noss.

I'm an engineering leader.

I am humbled to have been trusted to lead both small and start-up businesses, as well as the breadth of experiences involved with leadership in a large global corporation. Most aren't so lucky, so it's on the shoulders of leaders to use the wisdom of those experiences to help teams and individuals thrive.

I help teams build things.

I like to talk about building roads as a metaphor for how I approach my work. Building roads is a public good. They make it easier to plan routes, define perimeters, or schedule delivery. They are both transparent and visible in what they deliver and what it'll look like. Being predictable means the act of delivering software is boring. The innovative stuff is what's left over. I charge my teams to automate early, eliminate rework as much as possible, and push them working outside of their comfort zones.

If I wasn't an engineer, I'd teach.

The basic act of leadership is clear instruction. Every good leader I've worked with or witnessed in the wild took the time to explain why, not just how, things are done. A shared understanding helps everyone stay cohesive, have a shared purpose, and believe in the goals they set.

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additional history & references available on request