

Nathaniel Morihara

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WORK EXPERIENCE

Staff Software Engineer V, Identity - Authorization, at Compass Inc. Summer 2023 - Present

- Unified our authorization platform under a ReBAC model and APIs, reducing integration complexity by 10x
- Authored and promoted platform charter, vision and strategy documents to align my team and communicate direction
- Delivered platform features iteratively to meet product timelines by defining a critical path & coordinating across 10 teams
- Introduced service metrics for system observability (e.g. response size) and KPIs (e.g. policy usage)
- Resolved scaling-induced errors from distributed queries by pivoting database strategies and introducing circuit breakers
- Mentored peers through soft-skills presentations, technical promotion assessments and sponsorship of design documents

Senior Software Engineer IV, Identity - Authorization, at Compass Inc. Summer 2021 - Summer 2023

- Maintained and enhanced an authorization platform supporting 18 applications with RBAC, ACL and hierarchical patterns
- Reduced the integration effort by 10x with JSON configurable authorization policies owned by application teams
- Scaled the team from 3 to 14 engineers working across continents, fostering a culture for code reviews and documentation
- Improved operational stability by reviewing cross-team operations documents and automating stale deployment reminders
- Decreased Datadog false alerts by 96% through monitor cleanup and establishing best practices for configuration
- Conducted 76 interviews, facilitated discussions, and led hiring decisions as an interview leader

Senior Software Engineer III, Tech Infra - Builder Tools, at Compass Inc. Fall 2019 - Summer 2021

- Migrated the monorepo code review tool from Gerrit to Github, supporting 863 services and 50+ pull requests daily
- Optimized CircleCI pipeline, achieving 68% time reduction and 60% error reduction with Bazel caching and CI checks
- Upgraded dependency management of 170+ Go services, enabling Snyk security checks and reducing repo size by 4%
- Supported 500 engineers with my team & reduced support requests by 42% with over 2,000 lines of documentation

Software Engineer II, Deals & Collections, at Compass Inc. Summer 2018 - Fall 2019

- Diagnosed errors in 7 customer-facing services, reduced errors by 90% through migrations and bug fixes
- Designed & implemented a core authorization service in Go, scaling APIs & PostgreSQL schemas to 500 requests/second
- Established best practices for code structure, testing and logging to standardize org-wide development workflows

Software Engineer I - III, Visual Presentation Services, at Workday Inc. Fall 2015 - Summer 2018

- Developed a platform for developers to write applications with JSON schema and integrate with REST APIs
- Educated external and internal application developers with workshops at company-wide conferences and hackathons
- Led documentation initiatives to educate Cloud Platform developers using our services
- Managed 4 interns and mentored 5 teammates by providing pull request feedback, delegating tickets and 1:1 mentorship

SKILLS/TECHNOLOGIES

Advanced: Golang (Go Modules) • Java (Guice) • CircleCI • CI/CD • Github • Git

Working Knowledge: Python • SQL (PostgreSQL) • Bazel • Thrift • NodeJS • AWS (S3, DynamoDB, Lambda, EC2, Aurora, EKS) • Kafka • RocksDB • Docker • Kubernetes • Bash • Agile • Datadog • Jenkins • Gerrit

EDUCATION

Cornell University, College of Engineering, Ithaca NY

May 2015

Bachelor of Science in Computer Science, GPA: 3.25, Dean's List Spring 2014 and Spring 2015

SIDE PROJECTS

- medium.com/@nathanielmorihara: Popular posts - Go Modules in a Monorepo, Gerrit to Github, Code Review Tips
- github.com/LPGameDevs/EditarrPublic: AWS Backend for storing game's user-generated content & scores
- nathanielmorihara.substack.com • github.com/HaywardMorihara/random-tasks-app • murphysdad.itch.io