

Elijah Reale

Technical Leadership | Platform Architecture | Delivery

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Summary

Engineering Manager with experience building B2B SaaS products and teams from early-stage through acquisition. Empowers engineers to own execution and technical decisions. Maintains the technical depth needed to guide system design and architecture. Owns high-impact initiatives end-to-end and delivers results under ambiguity.

Experience

Engineering Manager — *Checkfront*

May 2023 – January 2026

- Led engineering teams through significant organizational change, maintaining delivery accountability amid shifting priorities.
- Managed and mentored cross-functional engineering teams (6–10 developers), improving delivery predictability through clearer ownership and tighter planning.
- Established growth plans and regular feedback that supported multiple internal promotions and sustained high retention.
- Standardized engineering practices across international teams following a merger, reducing defects and improving delivery consistency.
- Led engineering teams and high-priority initiatives, including customer-facing features and greenfield platform work.

Technical Leadership — Core Platform Rebuild

Provided technical leadership and hands-on implementation across multiple greenfield initiatives during a company-wide rebuild of the core product platform.

Payments Platform

- Led architecture of a new internal payments platform, initially integrating with Stripe while constraining the system for future provider-agnostic support (e.g., Square, Adyen, PayPal).
- Owned evaluation and design of Stripe integrations, rejecting incentive-driven API choices that would have added unnecessary complexity.
- Implemented end-to-end payment and refund flows with server-side payment finalization to support dynamic platform, booking, and transaction fees across multiple fee models.

Widgets Platform

- Led end-to-end design and implementation of a greenfield widgets platform powering embedded and hosted guest booking experiences.

- Established a modular architecture with explicit performance and isolation boundaries between host applications and embedded widgets.
- Defined a shared runtime and state management model to enable multi-widget coordination without iframe-driven complexity.
- Validated architectural decisions by delivering a standalone hosted Guest App composed entirely from the same widgets and components.

Senior Software Engineer — Coconut Software

December 2022 – May 2023

- Resolved a long-standing customer search issue by restructuring ORM usage and underlying SQL queries, reducing response times from ~30 seconds to under 1 second and eliminating duplicate results.
- Built observability dashboards that exposed bottlenecks and reduced mean time to diagnose production issues.
- Mentored engineers on SQL optimization and effective ORM usage, raising team-wide performance literacy.

Team Lead — Checkfront

July 2021 – December 2022

- Led technical execution for a cross-functional team of 6 engineers, owning delivery outcomes and providing technical direction, prioritization, and removing delivery blockers.
- Drove a growth initiative to improve self-serve onboarding, partnering with Product and Design to identify friction points, define success metrics, and drive data-informed execution.

Senior Software Engineer — Checkfront

January 2017 – June 2021

- Contributed to the architecture and development of a resource-based booking management system and its supporting APIs.
- Identified and remediated critical security vulnerabilities, including RCE, SQL injection, XSS, deserialization gadget chains, ACL bypasses, and brute-force attack vectors.
- Designed and optimized complex SQL queries supporting availability and overbooking logic, ensuring correctness and scalability under load.

Software Engineer — Real Estate Webmasters

2015 – 2016

- Built internal systems supporting sales and operations, including a configurable commission engine with non-trivial business logic.
- Improved internal debugging workflows, reducing time to diagnose production issues.

Education

Computer Science & Business Administration

Vancouver Island University