

Elijah Reale

Technical Leadership | Platform Architecture | Delivery

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Summary

Engineering Manager with experience building and scaling B2B SaaS platforms from startup through acquisition, specializing in business-critical domains like payments and booking systems where financial accuracy, performance, and security are non-negotiable. Leads teams that own delivery, system design, and technical decisions while maintaining the technical depth to guide architecture and challenge bad choices. Proven track record building and retaining high-performing teams through acquisition, restructuring, and ambiguous environments.

Experience

Engineering Manager — *Checkfront*

May 2023 – January 2026

People & Organizational Leadership

- Led cross-functional teams of 4–8 engineers owning core booking and availability systems, partnering closely with Product and Design on prioritization and delivery.
- Stabilized team through post-acquisition restructuring, maintaining >90% retention while restoring trust and predictable delivery.
- Developed and promoted engineers through structured growth plans, increasing technical ownership and overall team capacity.
- Introduced a Technical Project Lead model, delegating system ownership to senior engineers and strengthening technical leadership across the team.

Platform & Technical Leadership

- Led design of a multi-tenant payment orchestration domain to replace a legacy system responsible for \$1B+ CAD in annual transactions, defining APIs, data models, and service boundaries for payment intents, transactions, and provider configurations.
- Designed a provider abstraction layer enabling pluggable integrations (Stripe, POS, test providers) while isolating provider-specific complexity.
- Modeled payment lifecycle using intent + transaction separation, enabling auditability, reconciliation, and safe refund handling.
- Designed webhook handling approach including signature verification, idempotency, and event ordering considerations for asynchronous payment flows.
- Led design and development of a CDN-delivered widget platform enabling customers to embed booking functionality into external websites.

Senior Software Engineer — Coconut Software

December 2022 – May 2023

- Resolved a high-latency customer search issue by restructuring ORM usage and optimizing underlying MariaDB queries, reducing response times from ~30s to <1s.
- Built observability dashboards with Datadog to surface production bottlenecks and reduce mean time to diagnose issues.
- Mentored engineers on SQL optimization and effective ORM usage, improving team-wide performance practices.

Team Lead — Checkfront

June 2021 – December 2022

- Led technical execution for a cross-functional team of 6 engineers, owning delivery outcomes, prioritization, and system design decisions.
- Drove onboarding improvements with Product and Design, reducing friction and improving customer activation through measurable outcomes.
- Scaled team capacity by 50% through hiring and onboarding while maintaining delivery consistency.

Senior Software Engineer — Checkfront

January 2017 – June 2021

- Contributed to the architecture and development of a resource-based booking system serving 5000+ operators, integrating with dozens of third-party services.
- Identified and remediated critical security vulnerabilities (RCE, SQL injection, XSS, deserialization exploits, ACL bypass), improving system resilience.
- Designed and optimized complex SQL queries supporting availability and overbooking logic, ensuring correctness under concurrent booking scenarios.
- Built and maintained backend services and frontend components (PHP, React, PostgreSQL, GCP) within a multi-tenant SaaS platform.

Software Engineer — Real Estate Webmasters

February 2015 – December 2016

- Built a configurable commission system supporting complex compensation rules, reducing manual processing time across sales and finance.
- Designed a data ingestion and transformation pipeline for billing records, enabling accurate commission calculations and reporting.

Technical Expertise

Backend & Data: PHP, Node.js, PostgreSQL, MariaDB, data modeling, query optimization

Frontend & Infrastructure: React, TypeScript, JavaScript, HTML/CSS, GCP, AWS, Docker

Systems & Practices: payments systems, observability, security, AI-assisted development