

EMPLOYMENT

Developer 2024 - Present

Giant Rabbit

- Full stack engineer at Giant Rabbit, a non-profit focused agency on a wide array of tech stacks, budgets, and client needs
- Redesigned and rebuilt [Oregon Law Help's Guided Help tool](#)
 - Worked with the client to identify their goals, concerns, and the shortcomings they identified about the previous version of the app
 - Identifying and fixing serious issues with accessibility, form design, and the “vibe coded” Vue.js
- Built [Environmental Grantmakers](#) website on Drupal 10 and CiviCRM; Including the theme, custom modules, editorial workflow

Principal Software Engineer 2022 - 2024

Senior Front-end Developer 2020 - 2021

Red Hat

- Pitched and led a project to reskin our documentation experience, which led to a 30 point NPS score increase from -17.5 to +14.6 over two quarters
- Created and maintained shared projects, including:
 - Internal web components including site navigation component used on all sites
 - Drupal 9+ Admin Theme used on most major sites
- Created a navigation web component that is used on all Red Hat web sites that enforces branding, accessibility, analytics, and consistent functionality across all web properties
- Eliminated backlogs of technical debt in code, build processes, and tooling

Senior Front End Developer 2016 - 2019

Lullabot

- Lead front-end development of large-scale web projects, including: Carnegie Mellon University School of Computer Science (CMU SCS), AIChE.org, and SpaceX.com
- Scoped, scheduled and managed ongoing project work across 17 websites for CMU SCS, working directly with the client

RECOGNITION

Top 150 Premier Technical Contributors 2023

Red Hat

Keynote Speaker 2025

Drupal Govcon

[More information on my online resume](#)

●●●● Expert ●●●● Skilled ●●●● Competent ●●●● Novice

WEB DEVELOPMENT

HTML	●●●●
CSS & Sass	●●●●
Javascript	●●●●
TypeScript	●●●●
Accessibility	●●●●
React/Vue/Solid.js	●●●●
PHP	●●●●

APIS, FRAMEWORKS, & TOOLS

Drupal	●●●●
Node & NPM	●●●●
Web Components	●●●●
Linux CLI	●●●●
Git CLI	●●●●
Figma	●●●●
Photoshop & Illustrator	●●●●

MANAGEMENT EXPERIENCE

Workflow & Process	●●●●
Training & Mentoring	●●●●
Web Dev Projects	●●●●
Web Design Projects	●●●●
Agile & Kan Ban	●●●●
Team	●●●●

These recommendations can be seen on [LinkedIn](#)



Dawn Aly

May 2026

Director, User Experience Engineering
Portfolio Strategy



Red Hat

I had the opportunity to work with Wes during his time as a Principal Engineer at Red Hat, and I would gladly work with him again.

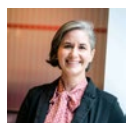
Wes has a rare combination of deep technical expertise, systems thinking, and the ability to navigate complex enterprise environments at scale. He consistently tackled difficult architectural and engineering problems, often working across multiple teams and domains to drive solutions forward.

One of the things I appreciated most as a product leader was that Wes would always give honest, thoughtful feedback. He never avoided hard conversations or difficult tradeoffs, but his approach

was always grounded in helping the team make better decisions. He brought strong opinions backed by experience, context, and a genuine desire to improve outcomes, not just debate for the sake of debate.

His background in open source and enterprise engineering gave him a practical perspective on scalability, maintainability, and long-term platform health that was invaluable in strategic discussions. He has the kind of technical leadership presence that elevates both the architecture and the people around him.

Any organization building complex systems would be fortunate to have Wes on their team.



Christine Bryan

July 2026

Principal Product Manager



Red Hat

At Red Hat, Wes and I worked on a high-stakes initiative to transform our back-end processes, bringing 'docs as code' from GitHub to production on access.redhat.com.

When it became clear we were going to miss our original launch deadline for this massive authoring system, the Red Hat Summit, he approached me with a proposal. His suggestion was to use the time instead to visually overhaul and elevate every single document at Red Hat in time for the summit and the launch of RHEL 9.

Under Wes's exceptional leadership, the team rallied

and pulled off this massive undertaking. The results spoke for themselves. Our post-launch analysis revealed an incredible +30-point increase in NPS across the board that stayed persistent for quarter after quarter.

It remains one of the most impactful transformations I have been a part of. Wes is not just a brilliant strategist; he is an empathetic, people-first leader who builds highly collaborative teams.

During our time working together he mentored brand new designers, led technical teams, and helped strategize major changes. And he's great at karaoke. Any organization would be lucky to have him.



Nate Lampton

June 2026

Senior Technical Architect



Lullabot

I worked with Wes on the following projects while at Lullabot:

- Grammy.com (The Recording Academy)
- Carnegie Mellon University
- Open-Source contribution (Backdrop CMS)

Wes is an incredible front-end developer that has deep familiarity of content management systems, structured data, and decoupled systems. Wes is a literal wizard when it comes to CSS/SCSS manipulation and getting designs consistent and perfect from mobile to desktop. He also has deep accessibility chops and can guide projects to reach

the broadest possible audiences (and to meet legal requirements).

Besides being an excellent front-end developer, Wes is a community-builder and a capable public-speaker. Wes's passion and enthusiasm to collaborate can be a powerful driver in group projects. At the same time, he's incredibly easy to work with. He can simultaneously express his (expert) opinions but remain flexible and a listen closely to the suggestions of his colleagues.

10/10 colleague. Would work with again.