

Shane Wade

Software Engineer

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Professional summary

Results-oriented Software Engineer with 4+ years of experience in developing and implementing high-quality software solutions. Certified 500+ miles of US highway data for use in an autonomous vehicle system, contributing to zero on-road incidents at Embark Trucks. Designed and delivered a prototype multi-UAV control system 10 days before Threshold UAV's debut tech demo at AgSmart 2023.

Mapping at Embark required significant technical understanding of the downstream algorithms to ensure a proper data specification was achieved.

In conclusion:

I am adaptable and self-motivated, with a strong track record of delivering projects on time and exceeding expectations. I excel at collaboration across business functions and helping small teams achieve business objectives.

Skills

Full stack development

Cross-functional communication

Prototyping and Research

AI product design

Links

www.shanewade.dev

Employment history

BRM | Software Engineer | San Francisco

Feb 2024 – Jul 2025

- Joined as **employee #9** at a seed-stage startup building collaborative procurement software for mid-size companies.
- Led the company's early exploration into **AI Agents**, deeply studying emerging *tool_call* APIs as they were introduced and integrating them into internal workflows and production features.
- Designed and built **Compliance Dynamo**, an AI-powered web research agent invoked at the start of each procurement request.
 - Implemented custom web-scraping infrastructure using ScrapingBee + JavaScript execution (querySelectors, SPA hydration, scroll orchestration).
 - Developed a “deep research” algorithm that gathered real-time external data, auto-filled compliance forms, and generated transparent explanations with citations.
 - Result: For the highest-usage customer, **research time dropped from ~1 hour per vendor to ~15 minutes**, significantly accelerating procurement throughput.
- Contributed across the stack — UX alignment, backend integrations, and agent tooling — to bring Compliance Dynamo from concept to production adoption.

- Introduced BRM's **first AI evaluation pipelines**, moving the team from ad-hoc testing to systematic quality measurement.
 - Evaluated Vellum and Braintrust with engineering leadership; ultimately implemented lightweight JSON-driven evaluation scripts to test stateless AI functions.
 - Helped the team iteratively ratchet up model and agent reliability.
- Improved developer experience by **reducing build times from 90s to ~10s** through a migration from TSC to ESBUILD.
- Leveraged strong full-stack and automation knowledge to support rapid product development while helping define BRM's internal vocabulary around agents, tooling, and evaluation.

Threshold UAV | Head of Software | Calgary

Jul 2023 - Dec 2023

- Rewrote our Android flight control app from scratch, wrote a small web server, and web app which constitutes our multi-UAV control system. Architected, developed, and hardened the MVP in ~4 months.
- Integrated the UAV mission planner and drone telemetry system with our drone control app in 10 days, ahead of AgSmart 2023 demo.
- Threshold's software has Flown 50+ multi-UAV missions to-date (as of 11-08-2023)
- Designed, developed, and delivered our custom website in 3 weeks.

Embark Trucks | Software Engineer | San Francisco

Nov 2020 - Feb 2023

- Developed an in-house 3D map visualizer and editor that allowed a team of two engineers and two QA specialists to QA 500+ miles of US highway.
- The in-house software tooling reduced the time for updating a highway section from an average of 20 days to 4 days, from initial request to production fix.
- Created and implemented a scalable QA process including training specialists for implementation, and coordinating QA of high priority highway sections.

Education

San Francisco State University, San Francisco | B.S. in Computer Science

Hobbies

Adventure biking/Bikepacking

Passionate about exploring by bike with my friends. This hobby reflects my commitment to endurance, strategic planning, and adaptability, aligning with my professional dedication to tackling challenging projects and delivering innovative solutions.