

Richard Dillman

Leader • Mentor • Optimizer • Scaling Teams & Systems

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Summary

Fractional, hands-on engineering leader building high-traffic web platforms and the teams behind them. Brings the same operating system to every team: code standards, automated testing, linting, disciplined code review, and metrics-driven development, now extended with AI-assisted review. Reached 80%+ coverage at Condé Nast, cut regression bugs 30%+ at The Muse, and raised Talent.com's coverage from 59% to 90.92%. At Talent.com (5-8M pageviews/day), led the recovery of Google Jobs indexing from zero to 1.5M+ jobs a day, and turned a frontend three years out of date into a tested, current platform with zero production regressions. Before that, rose from Senior Application Engineer to Senior Director of Engineering at The Muse, promoted 6 engineers to senior or lead roles, cut build times 97%, added 74K monthly SEO visits, and drove \$994K in annual revenue by modernizing a decade-old display ad platform. Expertise in Next.js, TypeScript, Node.js, Python, technical SEO, and observability. Open to fractional engineering leadership engagements.

Skills

Engineering Leadership · Mentoring and Career Growth · Technical Strategy · Platform Modernization · Cross-functional Partnership · PRDs and RFCs · AI-Assisted Development · TypeScript · React · Next.js · Node.js · Python · PostgreSQL · REST and GraphQL APIs · AWS · Docker · Kubernetes · Kafka · Jest · Playwright · CircleCI · GitLab CI · Datadog · Grafana · Technical SEO · JSON-LD / Schema.org · Google Search Console (GSC) · Google for Jobs (GFJ) · Google Tag Manager (GTM) · Google Analytics 4 (GA4) · Core Web Vitals · Claude Code

Work Experience

Talent.com

Fractional SEO Engineer

Dec 2025 - Present

- Led the research and recovery of a Google Jobs indexing outage, proving 15.9M rejections were a daily quota rather than a rate limit and restoring new job submissions from zero to 1.5M+ a day.
- Led a quality and modernization program on the 5-8M pageviews/day jobseeker frontend: raised test coverage from 59% to 90.92%, built the first Playwright end-to-end suite, and shipped a six-phase upgrade (Nx 22, React 19, next-intl v4, Next.js 16) alongside it with zero production regressions.
- Measured 45% duplication across job data sources and led a cross-team decision on showing one copy of each job without losing revenue.
- Identified \$60K/year in recoverable Google Geocoding spend while authoring the Location Service Consolidation PRD, with the baseline confirmed by Finance.
- Root-caused a soft-404 crisis on /view that peaked at 39.5M URLs in Search Console, then shipped the redirect and bot-detection fixes.
- Migrated 4 frontends off next-auth to Better Auth behind a dual-implementation flag with zero auth downtime.
- Built a team-shared AI development platform of 30+ Claude Code skills and a multi-agent code review pipeline that runs test, security, accessibility, and performance checks on every merge request.

The Muse

Senior Director of Engineering

Jan 2022 - Sep 2025

- Led a multi-level engineering organization through platform modernization, partnering with Product, Design, and leadership to tie technical strategy to business KPIs.
- Promoted 6 engineers to senior or lead roles through a mentorship-driven culture and quarterly growth reviews.

- Instituted org-wide quality standards (ESLint, Prettier, Jest, Pytest), cutting defect rates.
- Formalized Claude as The Muse's first AI contributor, integrating autonomous code review and issue management into daily workflows.
- Launched a white-label, multi-tenant job search platform projected at \$153K-\$230K annual revenue per partner tenant.
- Increased job applications per user 50% by redesigning search into a two-pane layout with inline browsing.
- Increased SEO visits 74K/month by replacing infinite scroll with server-side pagination.
- Launched Maya, The Muse's first AI-powered content discovery tool, surfacing 24K+ articles and adding 3,500 article users a month.
- Boosted job applies 10% and CTR 15% with dynamic apply forms integrating multiple ATS partners for Google Jobs.
- Increased ad revenue 15% migrating to Raptive with improved layouts and formats.

Staff Engineer, Director of Application Development

Jun 2020 - Dec 2021

- Set architectural direction, guided roadmap priorities, and mentored engineers while improving development velocity across The Muse.
- Generated \$994K in annual revenue replacing a 10+ year-old ad system that predated Google Ad Manager with a modern display ad integration.
- Increased job tile clicks 21.9% and views per user 20% through a complete search UX refresh with passing Core Web Vitals.
- Increased job search conversions 13% with a Trending Search module, and improved CTR 22% through systematic UX experiments.

Staff Engineer

Mar 2019 - May 2020

- Increased organic SEO traffic 10x by deploying JSON-LD structured data and performance refactors.
- Cut build times from 45 minutes to 75 seconds by modularizing repos and overhauling CI/CD pipelines.
- Scaled team delivery through standardization (ESLint, Jest, Puppeteer) and mentorship, reducing regression bugs 30%+.

Senior Application Engineer

Dec 2018 - Feb 2019

- Cut new project setup from 2-3 weeks to 2-3 days with a reusable Next.js, Koa, Docker, and CircleCI template adopted org-wide.

Condé Nast

Senior Software Engineer, Ad Tech and Monetization

Jul 2015 - Nov 2018

- Increased ad viewability from 45% to 85% by rebuilding ad infrastructure for 30+ global publications (Vogue, The New Yorker, Wired, GQ, Vanity Fair) serving 229M+ monthly users.
- Reached 80%+ test coverage through standardized testing and documentation across editorial engineering.
- Mentored engineers, led code reviews, coordinated with major ad vendors and programmatic exchanges, and authored the RFCs and migration plans guiding the ad platform.