

Ross Allen Bell

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Work Experience:

Discord

Engineering Manager, Financial Platform - July 2025 to present

- Lead the Financial Platform team of 5 engineers, owning Discord's revenue reporting data and integrations: payouts, gift cards, global tax compliance, and financial reporting across global jurisdictions
- Serve as one of Rev Infra's AI champions, running the org's AI hackathon and bridging teams to internal AI tooling; built a Claude Code plugin to route the noisiest Datadog alerts, and Financial Platform is now the sub-org's reference example for AI leverage
- Compressed month-end close from 3 to 1 days by delivering weekly Oracle uploads, giving Revenue Accounting a 3+1 close cycle
- Own global tax compliance engineering, migrating US/UK/CA to standard non-domestic filing flows and delivering MX regulatory reporting and PH tax-exclusive pricing; manage Vertex and Taxamo vendor relationships, including outage escalation and renewal
- Shipped Stripe Data Pipeline, Payouts Tooling, and Gift Cards 1.0 while resolving a multi-year gift code escheatment exposure and rerouting payouts fraud ownership
- Reset the team's operating model in the first quarter by publishing a roadmap, instituting weekly project goals and full work capture, and refining the entire backlog
- Grew the team by promoting an engineer to Staff, hiring a P3 engineer, and serving as a summer mentor
- **Technologies used:** Python, Flask, Pytest, Postgres, BigQuery, Claude Code

Kin Insurance

Director of Engineering, Policy Management and Customer Experience - Jan 2024 to June 2025

Director of Engineering, Data and Systems - Jan 2023 to Dec 2023

- Responsible for backoffice engineering at Kin, an org of 27 across 4 teams
- Fixed internal accountability and repaired external relationships within first quarter after adopting teams in crisis, setting the bar for what team performance should be
- Saved over \$10M per year in cost reduction by delivering Kin's first enterprise data product, transforming the data engineering team from a ticketing operation into a product delivery team working on a modern data platform
- Increased Kin's engineering velocity by over 20% by rolling out SDLC observability tooling, increasing CI/CD stability to 95%, and coaching teams on best practices; *cycle time* is now part of Kin's tech culture
- Reshaped Kin's approach to quality and testing by rolling out PR-author focused testing and transitioning SDETs into software engineer roles
- Spearheaded Kin's adoption and embracing of AI tools like GitHub Copilot, Claude, and RAG Enterprise Search
- **Technologies used:** Rails, Postgres, Sidekiq, Redshift, SageMaker, Python

Work Experience (continued):

Elastic

Engineering Manager - May 2022 to Dec 2022

Senior Software Engineer - July 2020 to April 2022

- Led a cross functional, internationally distributed engineering team within Enterprise Search
- Increased Elastic cloud conversion by 4x with a native connector framework and web crawler
- Optimized engineer time with ruthless prioritization while facilitating product planning, design, and task estimation
- Maximized engineer retention and potential by bending over backwards to understand what Elastic was to every individual engineer while managing recruiting, interviewing, hiring, and performance management
- Maintained table-stakes responsibilities without making big problems out of small problems when ensuring production support flows ran smoothly and without distraction
- **Technologies used:** Rails, Elasticsearch, Kibana, RSpec, React, Sinatra, Docker

Kenna Security *Acquired by Cisco in 2021*

Senior Engineering Manager - Jan 2020 to June 2020

Engineering Manager - Oct 2019 to Dec 2019

- Led 16 engineers across three engineering teams, covering projects on third party data ingestion, application security analysis, and tier three engineering support
- Created a culture of hiring to fit the needs of the company's current engineering maturity and growth goals
- Managed organization and scoping of many engineering projects running in parallel
- Carried teams through layoffs, pay cuts, Covid19 driven changes, work-from-home, and contentious product owner shifts, all while maintaining morale and keeping folks focused on deliverables
- **Technologies used:** Rails, Sidekiq, MySQL, Elasticsearch, RSpec, React

Previous: Pixavo (Co-Founder and CTO, 2016-2019), Trunk Club (Engineering Manager, 2013-2016), Backstop Solutions Group (Software Engineer, 2010-2013), Datatrak (Software Engineer, 2008-2009), Texas A & M University (2008), Raytheon (2007-2008), NASA (2007), University of Nebraska at Omaha (2006-2007), Union Pacific Railroad (2005-2006), Proxibid (2004-2005), Old Navy (2004), Subway (2002), Great Steak (2001, 2003), Hy-Vee Grocery (2000)

References: Available upon request

Education:

B.S. Computer Science - Fall 2003 to Spring 2008
University of Nebraska at Omaha

Interests:

Muay Thai - Chicago MMA
Improv Comedy - Second City, full A through E curriculum
Hobbyist game development - See website
Esperanto