

Kaleb Kougl

Senior Software Engineer

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kalebkougl-portfolio.vercel.app

Summary

Software engineer with 7+ years making high-traffic web applications faster, more accessible and easier for others to build on. I've focused on work that compounds such as platform migrations, shared component systems and now AI-assisted development workflows. This improves not only my work but other engineers' ability to ship features. Most recently I've led frontend platform and AI-tooling initiatives at Indeed across software applications serving 680M+ users.

Work

Senior Software Engineer Dec 2024 - Jun 2026

Software Engineer II Aug 2022 - Dec 2024

Indeed.com | San Francisco, CA

- Reduced Pickup to merge cycle time by 10% through applied AI-assisted code generation and workflow harnesses.
- Cut ad campaign troubleshooting time 20% for Customer Support by shipping a TypeScript/Python Manifest V3 GenAI analytics Chrome extension.
- Led team migration as tech lead from monolithic architecture to OneHost micro-frontend platform (Webpack 5 module federation) leveraging React Storybook and CSS Design Tokens; automated CI/CD.
- Cut Time to Interactive 15% in the apply flow, serving 680M+ users.
- Mentored ~12 engineers as team/project lead, resulting in promotions and improved onboarding.
- Spearheaded efforts to implement (WCAG) web accessibility standards across 20+ reusable React components consumed by 5 teams
- Operationalized Frontend SLOs with SRE and Product, reducing customer-facing incidents for consumer features

Software Engineer II Sep 2021 - Aug 2022

Software Engineer May 2019 - Sep 2021

IBM | San Francisco, CA

- Modernized IBM Developer site with React and Webpack, improving SEO and Core Web Vitals (TTI/FCP) across devices.
- Optimized Webpack to halve build time, improve rebuild/hot-reload 29x, and shrink bundle from 6 MB to 300 KB, reclaiming 20+ engineer hours per week across a team of 10.
- Designed and launched a Node.js Watson Media video upload pipeline to streamline advocate video publishing.
- Delivered a modernized customer service agent portal (30% faster API response).
- Improved data reliability for client integrations through GolfTV Graph API (Apollo GraphQL) on AWS.

Education

University of Arkansas Jul 2017

Bachelor of Science Biological Sciences

GPA: 3.9, Cum Laude

Northwestern University

Certificate of Full Stack Web Development

Skills

TypeScript, JavaScript, React, Node.js, Python, CI/CD, HTML5, CSS3, PostgreSQL, Web Applications, Component libraries, Datadog, Webpack, Build Systems, Performance optimization (Core Web Vitals), AI-assisted development, model-assisted workflows