

CHRISTOPHER STIPES

Hands-On Engineering Leader | Innovation | Team Management

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EXPERIENCE

AI Engineer

OneShield Insurance

10/2025 – Present · Birmingham, AL

Returned to IC work on a small founding team building an in-house AI platform (AI Hub) from the ground up.

- Served in a backend and QA engineering role on the team that developed a multi-tenant AI Hub powering multi-turn agent chat across internal business units.
- Developed Claude skills that convert requirements documents into end-to-end Playwright test cases, using the Playwright MCP and application source code to generate tests.
- Plugged a home-grown QA agent into the deployment pipeline — on GitLab PR open, a Lambda API triggers agents to analyze the diff and test suite and open PRs for missing Playwright tests.
- Developed agent creation UI enabling non-technical teams to configure and deploy AI agents.
- Engineered HTTP-based MCP servers wrapping internal data sources to plug live information into agent workflows.

Director of Engineering

Fetch Rewards

11/2022 – 07/2025 · Birmingham, AL

40+ engineers · 4 direct-report managers · QA + backend + mobile

- Built and led a 40-person engineering and QA org across 4 managers, defining career ladders, hiring pipelines, and team structure while driving a culture of observability that reduced production incidents to near-zero.
- Partnered with product and mobile leadership to move from monthly to weekly iOS/Android releases, achieving 99.99% crash-free users.
- Scaled receipt ingestion platform to 1.5–2M digital orders daily for 4.5M monthly active users.

Engineering Manager

Shipt

06/2018 – 11/2022 · Birmingham, AL

- Led a cross-functional team of 10 engineers delivering an ad-tech platform generating \$25M+ annually; grew ad revenue ~15% through reliability improvements and a self-service CMS layer.
- Owned roadmap and stakeholder alignment across product, design, and engineering — translating goals into quarterly delivery plans.
- Built Locust + Grafana load testing and automated data validation systems integrated across CI/CD pipelines.
- Replaced Ruby monolith modules with Go microservices, cutting response latency to sub-100ms.

Lead SDET / Backend Engineer

Guidewire Software

06/2015 – 06/2018 · Birmingham, AL

Early-career foundation in test automation, framework development, and backend engineering across mobile and web platforms.

EDUCATION

University of Alabama — B.A.

2007 · Tuscaloosa, AL

CORE COMPETENCIES

LEADERSHIP & PRACTICES

Org design · Hiring & talent development · Cross-functional leadership · Roadmapping & OKRs · Stakeholder management · CI/CD culture · Observability · AI/ML quality validation

ENGINEERING & AI

Go · Python · TypeScript · AWS Lambda · MCP servers · RAG · Claude Code (CLI) · PostgreSQL · Kafka · Snowflake · Kubernetes · Docker · GitHub Actions · Playwright · Grafana

SUMMARY

Engineering leader with 10+ years building high-performing teams and production platforms. Track record of growing orgs from the ground up — hiring and developing teams of 40+ across backend, mobile, and QA. Currently applying that foundation hands-on in backend and QA engineering — helping build production AI systems, agent-driven test automation, and MCP-based integrations at OneShield. Proven ability to translate ambiguous goals into clear roadmaps with measurable outcomes.

KEY IMPACTS

◆ AI Hub Platform

Helped build in-house AI platform from scratch — multi-agent chat, agent-driven QA automation, and MCP-based live data integrations.

◆ Receipt Platform Scale

Grew daily ingestion to 2M+ orders/day serving 4.5M monthly active users — a 50% capacity increase.

◆ Org & Quality Transformation

Built 40-person QA and engineering org; drove incidents to near-zero through observability and automation culture.

◆ Ad Revenue Growth

Drove 15% ad revenue growth at Shipt (\$25M+ annually) through platform reliability and self-service tooling.