Kelvin Ma

Asheville, North Carolina, United States | 847-347-6414 | me@kelvinma.com

Statement of Purpose

Software engineering leader with 8+ years building, scaling and retaining high-performing teams from startup to acquisition. Proven experience guiding organizations through complex M&A integrations and driving productivity by championing emerging technologies.

Core Competencies

- **Leadership & Strategy:** M&A Integration, Team Scaling & Retention, Strategic Planning, AI Adoption, Talent Development, Engineering Co-op Programs
- **Languages:** Elixir, Ruby, JavaScript, SQL
- **Frameworks & Libraries:** Phoenix, Ruby on Rails, React/Redux
- **Tools & Platforms:** GitHub Copilot, Claude, PostgreSQL, AWS (basic)

Experience

Travelers Insurance | (Remote) Asheville, North Carolina, United States

- **Director, Software Engineering** (January 2025 – Present)
    - Leading post-acquisition integration efforts following Travelers' acquisition of Corvus Insurance
    - Championing adoption of generative AI tools across engineering teams resulting in significant productivity gains, particularly around reduction of repetitive boilerplate code
    - Maintaining below-average team attrition during organizational transition through transparent communication and supportive leadership

Corvus Insurance | Boston, Massachusetts, United States

- **Sr. Manager, Engineering** (January 2023 – January 2025)
    - Aligned engineering roadmaps for multiple squads with key business objectives, managing delivery for the core insurance platform
    - Led engineering effort to integrate Travelers as a primary insurance partner in Summer of 2023 (Corvus acquired by Travelers in January 2024)
    - Expanded market presence by leading the rapid, end-to-end development and launch of two new insurance products under the Travelers brand
    - Focused on delivering efficiency gains through automation and scale for Underwriting Experience company initiatives while maintaining industry-leading loss ratio
- **Engineering Manager** (July 2020 – January 2023)
    - Provided technical leadership for internal operations, scaling systems, processes and culture to support the company's growth from 10 to 50+ engineers
- **Senior Software Engineer** (November 2019 – July 2020)
    - Developed tools and experience in Elixir, Elm and GraphQL for Corvus' signature insurance quoting platform, The CrowBar

Forward Financing | Boston, Massachusetts, United States

- **Team Lead, Software Engineering** (February 2016 – October 2019) *(Promoted from Jr. Engineer -> Full Stack Engineer -> Team Lead)*
  - Managed a team of 7 engineers, responsible for 1-on-1s, performance reviews, and career development
  - Managed Forward Financing's engineering co-op program, an experiential learning opportunity for college students
  - Developed internal tools to drive growth and capacity, resulting in growth upwards of 573% over a 3-year period
  - Integrated machine learning/predictive data modeling into the underwriting process to facilitate risk-based pricing
  - Helped establish the foundational engineering culture and development processes as the first-ever engineering hire

Prior Career Summary

- Prior to career change to software engineering, worked as a photojournalist for national and international clients including *The New York Times*, *Bloomberg News*, and *The Wall Street Journal*, earning a Pulitzer Prize nomination for Breaking News Photography for coverage of the 2013 Boston Marathon Bombings.

Education

Northwestern University

- M.S., Journalism - Media Management (2004 - 2005)
- B.S., Journalism, Economics (2000 - 2004)

General Assembly

- Web Development Immersive (2015)