

JERMAINE BLAKE

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Core Stack:	TypeScript • Node.js • React • Bun • Koa • Express • PostgreSQL • TailwindCSS
Databases & Infra:	PostgreSQL • MongoDB • Redis • AWS (ECS, S3, RDS, CloudWatch) • Docker • Kubernetes
AI & Data:	RAG Pipelines • Vector Embeddings • LLM Integrations • Semantic Search • Mixpanel • Google Analytics • Datadog • Cursor • Github Copilot
Auth & APIs:	JWT • OAuth2 • RESTful API Design • Secure API Design • Webhooks • RBAC • SSO
Practices:	Agile/Scrum • CI/CD (GitHub Actions) • Code Reviews • Asana • Figma • Git/GitHub Flow • Vitest

Senior Full Stack Software Engineer - Tech Lead | Black Professionals in Tech Network Mar. 2021 – Nov. 2025

BPTN bridges the network gap between Black talent and career opportunities across North America, operating the Obsidi enterprise networking platform with 85,000+ active members.

Joined as the first engineer on the Obsidi platform and progressed from Junior to Tech Lead within two years. Led a cross-functional engineering team responsible for delivering a multi-sided enterprise networking platform, establishing code quality standards, and driving the architecture behind AI-powered product features.

Major Accomplishments:

- **Awarded Employee of the Year (2024)** for technical leadership and consistent above-and-beyond delivery across platform, infrastructure, and mentorship initiatives.
- **Reduced API request latency by 65% and lowered database load** by designing and deploying Redis caching layers for high-traffic REST endpoints, directly improving platform responsiveness for 85,000+ active members.
- **Boosted retrieval performance by 1000x** by engineering an AI-driven job matching system using RAG pipelines and vector embeddings, connecting candidates to relevant opportunities at scale.
- **Drove 200,000+ platform engagements in FY2025** by leading delivery of the AI-powered peer recommendation system and major platform features, exceeding all annual KPI targets.
- **Mentored 6 developers and reduced code review defects by 40%** by founding a Developer Guild that established code quality standards and tech debt policies, eliminating the entire backlog of high-priority technical debt.
- **Improved user retention** by designing a PostgreSQL-backed session management system with Axios interceptors that auto-refreshed tokens, eliminating session timeouts for all active users.
- **Decreased user drop-off by 18% and drove 12% ticket revenue growth** by leading a data-driven UI/UX overhaul of the event registration funnel using Mixpanel telemetry to identify and resolve friction points.
- **Sustained 99%+ platform uptime** through partnership with DevOps and data teams to refine system architecture and monitoring strategy using Datadog and AWS infrastructure.
- **Implemented Docker-based containerized builds**, reducing deployment failures and aligning dev, test, and prod environments across the engineering lifecycle.
- **Delivered twice the planned features** while maintaining a 95% story completion rate and doubling the annual user engagement target through data-driven sprint planning and disciplined Agile execution.
- Designed and launched **Obsidi Recruit**, a SaaS product enabling recruiters to build Black talent pipelines through AI-powered candidate matching against real hiring criteria, **moving Obsidi into the SaaS market (2025)**.
- Launched a multi-sided enterprise networking platform from inception that passed all penetration tests with zero high or medium vulnerabilities.

AI-Driven Job Matcher & Peer Recommendation System | Obsidi | BPTN

2024–2025

Designed and engineered an AI-driven job matching system connecting candidates to relevant opportunities using RAG pipelines and vector embeddings. Expanded the system into a peer recommendation engine to drive user engagement. The combined work was a primary driver of Obsidi reaching 200,000+ engagements in FY2025 and significantly improved partner satisfaction scores.

Obsidi Recruit – SaaS Talent Platform | Obsidi | BPTN

2025

Led the design and engineering of Obsidi Recruit, a SaaS product that enabled recruiters to build Black talent pipelines by matching high-potential candidates against real hiring criteria using AI-powered search. The product launch moved Obsidi into the SaaS space and opened a new business line for the organization.

Obsidi Enterprise Networking Platform | BPTN

2021–2025

Played an integral role in building and launching the Obsidi multi-sided enterprise networking platform from inception. Architected the data flow, caching strategy, and RESTful APIs that supported 85,000+ active members. The platform passed all penetration tests with zero high or medium vulnerabilities and became the foundation for BPTN’s North American expansion.

AWS Certified Cloud Practitioner • W3Cx: Introduction to Web Accessibility

Bachelor of Science (BSc), Biological Science | University of Guelph - 2015