Tibet Sprague

Technical Lead · Full-stack Engineer

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Summary

Full-stack engineer and technical lead with 25+ years architecting and building custom web and mobile software. Founded three companies and managed 6+ engineering teams as CTO or VP of Engineering, from 2 up to 18 direct reports. Hands-on experience across numerous languages and frameworks, plus the DevOps, CI/CD, and deployment operations that keep them running. Experienced at client-facing work, including technical discovery, architecture decisions, scoping and estimation. Lead engineer for Hylo, an open-source, non-profit coordination platform for web, iOS and Android.

Technical Skill Highlights

- **Languages:** JavaScript, TypeScript, Ruby, Rust, SQL, PHP, HTML5, CSS, and many more
- **Frameworks:** React, Next.js, React Native, Node.js, Ruby on Rails, GraphQL, Tailwind
- **Data:** PostgreSQL (and many databases), PostGIS, schema design, numerous ORMs
- **DevOps and infrastructure:** AWS, Heroku, Cloudflare, Docker, Linux, NGINX, CircleCI, Git, Vite, Jest, Playwright
- **AI-assisted development:** Cursor and Claude Code for code generation, refactoring, tests and debugging, with output going through code review and testing
- **Practices:** Agile/Scrum, TDD, code review, pair programming, technical discovery, architectural decision-making, estimation

Experience Highlights

Director of Technology @ **Hylo** · Feb 2020 – Present

Tech: JavaScript, TypeScript, React, React Native, Node.js, GraphQL, PostgreSQL, Redis, Tailwind, Vite, Jest, CircleCI, AWS, Heroku, Electron, Cloudflare, Docker

- Lead engineer for an open-source community coordination platform across web, iOS and Android, directing a team of 3 to 6 developers and designers.
- Owning the technical roadmap, sprint planning, code review and releases.
- Major features include "holonic" group model that lets groups nest to any depth, so networks and organizations can coordinate across scales, geographic mapping tools, governance tools for voting and participatory resource allocation, APIs, and much more.
- Scoped and delivered partner integrations with Zebras Unite, OpenTEAM, Regen Network and Great Simplification.

Founder and Lead Developer @ **Terran Collective** · Jan 2017 – Present

Tech: Javascript, TypeScript, Ruby on Rails, Svelte, Node.js, React, Rust, Tauri, Solidity

Building custom software for mission-driven organizations. Projects have included:

- Elua: AI assistant to guide individuals and teams through a detailed mind-mapping and strategic analysis process
- Volla Messages: Holochain based p2p, encrypted, mobile chat app
- Heroes of X: Asks-and-offers platform for a university's graduate students

Senior Engineer @ **DAOstack** · Dec 2017 – Apr 2020

Tech: TypeScript, React, Redux, Ethereum, Solidity

- Led development of Alchemy, a web app for decentralized governance on Ethereum.
- Implemented Holographic Consensus, a voting protocol that uses a prediction market to focus group attention on the proposals most likely to pass.

VP of Engineering @ **NRG Home Solar** · Oct 2014 – May 2016

Tech: PHP, React, Salesforce

- Managed the team that built all custom software running a residential solar sales business; grew it from 9 to 18 engineers.
- Introduced a squad structure and streamlined the agile process, code review and engineer training.
- Oversaw a third-party vendor platform for the design tool, a major Salesforce re-architecture and a new lead qualification tool.

VP of Engineering @ **Pure Energies** · Jun 2012 – Oct 2014

Tech: PHP, React, Salesforce, Ruby on Rails

- Grew the engineering team from 2 to 9 and built sales tooling that lowered customer acquisition cost; helped guide the company to acquisition by NRG Energy

VP of Engineering @ **One Block off the Grid** · Feb 2010 – Jun 2012

Tech: PHP, React, Salesforce

- Built the solar system design tool and lead qualification tool that ran the business; helped guide company to acquisition by Pure Energies.

Founding Technical Lead, **Public Display, Inc.** · Jun 2006 – Apr 2009

Tech: Ruby on Rails, Javascript, Machine Learning

- Defined the architecture and built FuseCal.com, which turned event listings from websites into subscribable calendar feeds; helped grow team from 3 to 10 developers.

Founder and Lead Developer @ **East Transit Technologies** · Jun 2004 – 2012

Tech: PHP, Ruby on Rails, Javascript, Java

- Built web and mobile software for GPS shuttle tracking, dispatch and pickup notifications; sold the SafeRide system to Brown University and NYU, which ran on it for 8 years.

Other Projects

Steward @ the Collaborative Technology Alliance

- Facilitating collaboration and interoperability among humane social technologists and social platforms.

Education

Brown University, Sc.B. in Computer Science, 2004. Graduated with honors; Sigma Xi. Teaching Assistant, Programming Languages.