Noah Johnson

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SUMMARY

Engineering lead and hands-on systems architect. At FORM I built much of the image recognition platform as an engineer and now lead it; it serves hundreds of the world's top brands and costs about half what it did when I joined. I grow engineers by giving them ownership of whole systems and guarding the focus that takes. I ship code through agentic engineering, and I created the harness and practices that made it the default across my team.

EXPERIENCE

FORM — Remote

Lead Software Engineer — Apr 2026 to present

- Lead the team that owns FORM's image recognition platform, from public APIs through workflow orchestration and reporting, at a scale of ~25M images a month, producing ~250M tags and bounding boxes
- Oversaw the migration of image recognition orchestration to Temporal, which halved processing latency; the median is now ~10 seconds and every image finishes within 5 minutes
- Led my team's integration work through FORM's merger with Trax: brought Trax's image recognition into our pipeline, designed the API contracts between the two companies' systems and coordinated across business units to consolidate processing onto one architecture
- Built the team's Claude Code workspace of specialist agents, skills and shared practices
- Shape system design and architecture with our principal engineer and product partner, and run technical spikes to de-risk work before the team commits
- Take on high-impact projects outside the product roadmap, shipping full-stack solutions ahead of productization without pulling the team off its priorities; the latest, a planogram ingestion and product-matching tool, should save solutions and professional services teams thousands of hours
- Manage 6 direct reports across 1:1s, performance reviews and career development
- Doubled the team from 3 to 6; new hires ship to production within their first two weeks
- Partner with product and engineering leadership at the department and executive levels on planning, priorities and resourcing, and with customer success teams on new use cases

Senior Software Engineer — Apr 2025 to Apr 2026

- Technical lead for the image recognition platform's architecture and roadmap; defined the service contracts between the ML, web, mobile and reporting teams that depend on it
- Architected and led delivery of IRaaS, FORM's external image recognition API, built for 100x traffic bursts; partnered with Google Cloud engineering to validate its scaling behavior at volume
- Designed a configurable orchestration layer and wrote the region-migration playbook on top of it, carrying processing through multiple regional degradations with no downtime
- Incident commander for most production incidents; unified GCP monitoring and PagerDuty alerting
- Championed company-wide Go standards; mentored, onboarded and interviewed engineers

Software Engineer — Aug 2022 to Apr 2025

- Led the zero-downtime move from a homegrown orchestrator to Google Cloud Workflows, which became the foundation for the image recognition pipeline and IRaaS
- Wrote the Python data validation framework that compared outputs across the old and new pipelines to verify parity through the migration
- Designed the system of record for image recognition configs, inputs and model outputs alongside our principal engineer

- Migrated PhotoWorks, FORM's reporting app, from NoSQL to Postgres with zero data loss and zero downtime, not even a maintenance window
- Normalized the PhotoWorks domain model, making responses 5x faster for large enterprise customers
- Cut service downtime ~95% through architecture and stack upgrades, ending the multi-day PhotoWorks ingestion outages that were common when I joined
- Brought PhotoWorks ingest and operations costs down ~90%

Kion Remote

GCP Software Engineer Sep 2020 to Jul 2022

- Built Google Cloud support into Kion's cloud governance product from scratch and owned it from architecture through customer escalations
- Wrote the microservices and internal SDKs behind it, and led company-wide education on GCP architecture and best practices
- Shipped full-stack features in Go and Angular

OPEN SOURCE

Genealogix (GLX) · github.com/genealogix/glx · Creator and lead maintainer of an open standard and Go CLI for collaborative, Git-native genealogy archives, designed to succeed GEDCOM: YAML records validated by JSON Schema, GEDCOM import and export, search, citations and a local viewer. Apache 2.0.

SKILLS

Leadership	engineering management, technical leadership, people development, cross-functional leadership, incident command
Engineering	full-stack development, distributed systems and solution architecture, API design, event-driven systems, observability, AI agents and agentic engineering
Stack	Go, TypeScript, JavaScript, React, Python, SQL, Google Cloud Platform, Terraform, Temporal, PostgreSQL, OpenSearch, Apache Kafka

EDUCATION

Luther College · Data Science, Computer Science minor · 2015 to 2019