Rhys Gallagher Senior Engineering Manager

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PROFILE SUMMARY

- **Senior Engineering Manager** with **15 years** in **consumer and banking software**, leading front-end engineering for Canva Presentations: **3 teams and 24 engineers** through 3 engineering managers.
- Comfortable in the stack the teams build on: **TypeScript** and **React** on the web, **Java** services on **AWS**, and Jira, Datadog and Sentry for delivery and monitoring.
- Strongest in **coaching first-time managers**, **calibration across teams**, **release planning** and **editor performance**, using half-year OKRs and DORA metrics to keep 3 teams on one release plan.
- Plans each half with the Presentations product lead and design manager, and works with the AI, platform and localisation teams whose changes ship in the same editor.
- Grew 2 senior engineers into engineering managers, set up the group's interviewer training, and wrote the incident review guide the whole Presentations group now follows.

TECHNICAL SKILLS

People Management:	Manager Coaching, Skip-Level 1:1s, Calibration, Promotion Cases, Growth Plans, Career Ladders
Hiring & Interviewing:	Hiring Plans, Structured Interviews, Interviewer Training, Leveling Guides, Onboarding Plans
Planning & Delivery:	Half-Year Planning, OKRs, Quarterly Planning, Release Planning, Jira
Engineering Practices:	Design Reviews, RFCs, Code Review, Feature Flags, DORA Metrics, Performance Budgets
Reliability & Incident Response:	Incident Management, Blameless Postmortems, SLOs, Datadog, Sentry
Cloud & Infrastructure:	AWS, Kubernetes, Terraform, GitHub Actions
Languages & Data:	TypeScript, React, Java, MySQL, Redis

EDUCATION

UNSW Sydney — **B.E. (Hons) in Software Engineering** — Sydney, NSW · Feb 2007 to Dec 2010

WORK EXPERIENCE

Canva — **Engineering Manager to Senior Engineering Manager, Presentations** — Sydney, NSW · Jul 2018 to Present

- Lead **24 engineers** in 3 Presentations teams through 3 engineering managers, 2 of them promoted from within the group, with weekly manager 1:1s and monthly skip-levels.
- Wrote the group's 2025 hiring plan with recruiting and filled **9 of 10** roles through a structured front-end interview loop and a 2-week onboarding plan.
- Ran calibration across the 3 teams twice a year and coached each EM on hard feedback conversations, resolving **4** underperformance cases within one review cycle each.
- Built the half-year Presentations roadmap with the product lead, holding 20% of capacity for editor performance work, and landed **7 of 8** committed launches in the first half of 2026.
- Backed moving slide rendering into a web worker after a design review with 2 staff engineers, cutting p75 time to open a 50-slide deck from 4.1 s to **1.6 s**.

Commonwealth Bank — **Software Engineer to Engineering Manager, Mobile Banking** — Sydney, NSW · Feb 2011 to Jun 2018

- As engineering manager for the CommBank app's payments team, rebuilt the on-call rotation and the postmortem process, cutting after-hours pages from 30 a month to **8**.
- Coached 4 engineers through written growth plans, with **3** promoted to senior engineer and one moved into a tech lead role.
- Moved the team from quarterly to fortnightly app releases with automated UI tests in the pipeline, cutting release-blocking bugs by **58%**.