

# Truman Lahr

he/him • [trumanlahr@gmail.com](mailto:trumanlahr@gmail.com) • 609-247-7727 • Venice Beach, CA • [www.truman.codes](http://www.truman.codes)

With over five years of hands-on coding and management experience, I focus on creating solutions that truly resonate. I blend artistic expression with pixel perfection, unlock potential, and foster inclusivity. Outside of creating and coaching, you might catch me leveling up in the latest video game, soaking up the sun with my dog on the beach, exploring new art and music, or nurturing my garden – both the Lego and the real one.

## Employment

### Head of People, Apr 2022 - Aug 2023

We Make Websites, New York, NY (Remote)

- Streamlined HRIS strategy with an integrated HRM solution, reducing manual data entry
- Enhanced job catalog, increasing internal cooperation, job search efficiency, and reducing time-to-fill
- Partnered with senior leadership to leverage feedback and metrics for targeted improvements
- Cultivated an inclusive culture, fostering a strong sense of belonging and camaraderie

### Head of Technology, Dec 2021 - Apr 2022

We Make Websites, New York, NY (Remote)

- Led a global development team of 40 engineers, handling award-winning eCommerce projects
- Fostered strong client relationships, contributing to an increased retention rate
- Empowered team members by actively listening and leveraging input to help reach their full potential
- Clients: HP, OPI, UFC, B&Q

### Engineering Manager, May 2021 - Dec 2021

We Make Websites, New York, NY (Remote)

- Developed a career progression framework, enabling an uplift in internal promotions
- Facilitated platform changes in collaboration with senior team members
- Upheld continuous improvement focus, reducing project delivery times
- Clients: Hasbro, Pangaia, HyperX

### Director of Web Development, Sep 2019 - May 2021

Verbal + Visual, New York, NY (Hybrid)

- Directed 6-figure e-commerce projects, returning up to 3x revenue and 20x ROI
- Established departmental structure, improving efficiency and productivity
- Revamped budget reconciliation, improving client relations and reducing burnout
- Clients: Faherty, Jonathan Adler, Pat McGrath Labs

### Lead Developer, May 2018 - Sep 2019

Verbal + Visual, New York, NY

- Engineered responsive e-commerce experiences, increasing traffic by 20% and conversion rates by 2x
- Consulted with clients throughout all development phases
- Collaborated with design and UX teams to deliver products to spec
- Clients: A.P.C, Carhart WIP, Olivia Palermo, Milly

## Education

### Flatiron School, Nov 2017 - Mar 2018

Full Stack Web Development, Ruby, JavaScript, and React immersive program

### Rutgers University, Sep 2008 - May 2013

Bachelor of Fine Arts (B.F.A.), Printmaking/New Media