

TIM SPECHT

Director of Engineering

Denver, CO - tim@tim-specht.de

Execution-driven and product-focused Director of Engineering with more than ten years of experience in the Startup and Mobile industry. Strong execution mindset combined with the ability to lead impactful engineering organizations from 0 to 1 and scale product experiences. Extensive experience in Mobile development, building delightful (consumer) experiences, growing engineering teams, and distributed systems at scale. Successfully started, grew, and sold a business with over 250M installs and 160M users.

Engineering Leadership - Mobile Development - Product & Business Strategy - Team building -
Process optimization - Video & Media - Distributed Systems - Career Development - Forbes 30 under 30

Work experience

Director of Engineering

Reddit / Denver (Remote), US

12/2020 – present

- Overseeing an engineering organization of up to 40 in all aspects of execution, strategy & planning, including hiring, budgeting, and managing up to 5 Engineering Managers (including Senior Engineering Managers) directly
- Took Video from Bet to General Availability. Grew video viewership by 400%, with over 5M hours of content watched on the platform daily by over 25M unique users across iOS, Android & Web. Reduce video error rates by over 80%, improved video start latency by 50%.
- Launched multiple 0-to-1 efforts, including immersive & personalized video experiences, native video creation tools, a new Discover tab & real-time feature observability tooling
- Collaborating with Ads & Business leadership to unlock next-generation media ad products for the company, projecting 8-figure revenue gain
- Driving critical initiatives across our mobile platforms to establish modern architecture patterns, improve developer efficiency and reduce cycle times across the organization

Co-Founder & CTO

Dubsmash (acquired by Reddit) / New York, Berlin (Germany)

11/2014 – 12/2020

- Founded and architected Dubsmash, a first-of-its-kind mobile video application used by over 250M users worldwide across iOS & Android, widely recognized for its work with underrepresented communities online (NYTimes, Fast Magazine, Tech Crunch & more)
- Acquired by Reddit in December 2020 and named one of the key employees as part of the acquisition
- Set long-term company strategy & goals in conjunction with Product & Business Development, resulting in multiple successful funding rounds by 11 VCs (including Index, General Catalyst, Balderton, and Lowercase), with a total investment amount of \$25M
- Led a high-performing, distributed engineering organization of 25, covering all areas of the stack, serving billions of videos daily across hundreds of server instances in a cost-efficient yet scalable way

Engineer & Technical Lead

Various Startups / Berlin, Germany

09/2009 – 11/2014

- Assisted multiple Startups with launching their 0-to-1 projects across the entire project lifecycle. Projects included real-time hardware integrations for the national Swiss Train company, interactive education experiences on tablets, and early-stage creator products
- Hands-on development & architecture in various languages across the stack (Python, PHP, Objective-C, Java, and more), delivering high-quality end-user experiences at scale

Education

BACHELOR'S DEGREE IN IT-SYSTEMS ENGINEERING

Hasso-Plattner-Institute, University of Potsdam / Potsdam, Germany

08/2014

Skills

Extensive (hands-on) experience in Swift, Python, Golang, Kotlin, Objective-C, AWS, GCP, Heroku, Data Pipelines, Django, React