

Matthew Noxon Resume

MATTHEW NOXON

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Relocating to Dublin, Ireland · **Visa sponsorship required (Critical Skills Employment Permit)**

SUMMARY

Full-stack engineer who builds internal tools people actually adopt. I currently own the agentic developer tooling used by 100+ engineers and ~250 non-engineering colleagues, and I've built the authorization, access-logging and privacy infrastructure underneath products handling sensitive customer data. 12+ years of production software, with a bias toward sitting with users, prototyping fast, and iterating on what they tell me.

EXPERIENCE

Podium — Lehi, Utah — Senior AI-SDLC Engineer · Apr 2026 - Present

Applied AI; AI agents serving 100,000+ businesses; \$100M AI ARR

- Own agentic developer tooling serving 100+ engineers and ~250 non-engineering users across the organisation — requirements gathered directly from internal users, shipped iteratively against their feedback.
- Improved autonomous-agent routing accuracy and speed by 95% across 457 candidate repositories; lifted the autonomous-agent PR merge rate by 12% and cut regression follow-up PRs on merged agent work by 40%.
- Reduced autonomous-agent operating costs by ~65% — including 30-35% raw token savings — with no measurable drop in output quality.
- Shipped an enterprise-grade ETL system supporting the agent platform.

AskElephant.ai — Lehi, Utah — Principal Agentic Engineer · Jul 2025 - Mar 2026

AI meeting-intelligence startup

- Designed enterprise-grade fine-grained authorisation (FGA) infrastructure — the access-control layer every other team built against.
- Built the privacy-engineering platform for GDPR compliance: customer self-serve data deletion, configurable archival/truncation with data classification, across-the-board access logging, at-rest and in-transit encryption as baseline, break-glass access architecture, and a data-egress pipeline.
- Drove ~10x improvement in p99 latency through systematic performance engineering.
- Architected and shipped an agentic workflow assistant translating natural-language requests into structured, executable workflows; built an autonomous onboarding agent that identifies business needs and plans workspace setup.
- Operated in hybrid PM/Engineering capacity, bridging product research and technical execution.

Lendio — Lehi, Utah — Senior Software Developer · Nov 2020 - Jul 2025

SMB lending marketplace; fintech

- Led teams focused on build-process optimisation, testing infrastructure, and internal developer tooling across a large-scale fintech platform.
- Built full-stack entity generators (frontend, state management, backend) that saved 3,000+ engineering hours; cut testing-pipeline time by 65% and end-to-end testing costs by ~20%.
- Front-end SME and chapter lead; owned the design system — the shared interface layer that kept internal and customer-facing surfaces consistent and quick to build on.
- Designed a third-party integration framework standardising configuration, request patterns, and global logging/monitoring across hundreds of lending partners.
- Built configurable internationalisation — currency, language, and per-market data compliance — replacing hard-coded, US-only assumptions across the platform.
- Built an in-house OCR/document-automation system extracting financial data from tax forms and bank statements for automated underwriting.

BGZ Brands — Utah — Software Development Manager · Apr 2020 - Nov 2020

- Managed the software team shipping Smart Home IoT devices: firmware integration (C++/C#), AWS IoT Core pipelines, and manufacturing coordination with partners in China.

Foreup Software — Senior Full-Stack Developer · Mar 2016 - Apr 2020

- Built product modules from scratch (F&B management, customer system, scheduling) while driving a multi-year CodeIgniter to Laravel migration; established the automated testing practice.

TECHeGO — Implementation Consultant · 2014 - 2016

- Led end-to-end CRM/workflow-automation implementations for clients from SMB to enterprise (incl. Ingram Micro, ~\$17B) — embedding with teams to map their workflows before building.
- Designed and delivered training programmes for junior PMs and end users, accelerating adoption and time-to-value.

Earlier: Data Center Administrator, Bluehost (2013-2014) — Linux systems administration.

SKILLS

Full-stack web: TypeScript/JavaScript · React/Vue · Node · Python · PHP (Laravel) · design systems · Postgres/MySQL/Mongo/DynamoDB

Cloud & operations: AWS/GCP · Docker/K8s · CI/CD · observability and monitoring · reliability and incident response

Security & privacy: fine-grained authorization (FGA) · identity and access management · GDPR & privacy-by-design · access logging · break-glass access · encryption at rest and in transit

AI & agentic systems: agent architecture · tool calling · evals & hallucination prevention · RAG + memory management · context optimisation · agent guardrails · autonomous coding agents

Leadership: executive communication · technical mentorship · hybrid PM/Eng · code-review culture · technical training programmes

ADDITIONAL

Languages: English (native), Spanish (proficient). Education: 12+ years professional engineering experience in lieu of a degree.