

Morgan Lee

Engineering Manager

Phoenix based engineering leader with a passion for user experience, design, and high-performing teams.

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About

Engineering Manager with 11 years of experience building products and leading teams across Healthcare, Fashion, Automotive, and Events, from startups to one of the world's largest corporations.

Currently leading a team of 5 engineers at Fabric Health, where I've increased team velocity by 25% while growing engineers through mentorship, clear expectations, and well-run agile process. A background in front-end engineering and design keeps me close to the code, the product, and the people using it.

I care about building high-trust teams, sustainable engineering practices, and practical uses of AI that remove toil and give teams more time for the work that matters.

Education

Bachelor of Graphic Design & Fine Art

Australian Catholic University - Sydney, Australia

JAN 2012 – DEC 2015

Study Abroad Program

State University of New York - Oswego - New York, USA

JAN 2013 – JUN 2013

Certificate IV Web Technologies Admin and Design

The Northern Sydney Institute - Sydney, Australia

JAN 2014 – DEC 2015

Skills

Leadership	People Management, Mentoring & Career Development, Performance Management, Sprint Planning & Delivery, Cross-functional Collaboration, Accredited Scrum Master, Process Automation
Front-end	React, TypeScript, JavaScript, Next.js, Angular, Flutter, Ionic, HTML, CSS / SCSS, Tailwind, Accessibility (ADA)
Platform	Node.js, PostgreSQL, AWS, Azure, Docker, Cloudflare, DataDog, Splunk, GitHub Packages
Tools & AI	Claude, GitHub Copilot, Jira, Jellyfish, Rippling, GitHub, Bitbucket, Figma

Experience

Fabric Health

Associate Engineering Manager

MAR 2026 – PRESENT

- Promoted to Associate Engineering Manager in recognition of technical leadership, mentorship, and cross-functional communication across multiple teams and departments.
- Manage a team of 3 full-time engineers and 2 contractors, owning day-to-day priorities, career development, and performance.
- Increased team velocity by 25% through improved sprint planning, process refinement, and removal of engineering blockers.
- Delivered 100% of committed roadmap features on time or ahead of schedule, partnering with Product and Design to sequence work and manage scope.
- Leveraged AI to integrate Jira, Jellyfish, and Rippling into automated tracking, monitoring, and forecasting tools tailored to team needs, saving several hours of manual reporting per week and improving visibility into sprint health.
- Coached an underperforming engineer through a structured growth plan from goal-setting through completion, resulting in measurable performance gains and a stronger, more productive team.

Senior Software Engineer

JUL 2024 – MAR 2026

- Architected and led development of Findings, an internal shared component library distributed through GitHub Packages and adopted by 3 applications across 4 teams.
- Led the technical design and development of synchronous and asynchronous visits via instant messaging, video, and phone across the Fabric Provider and Patient applications, serving thousands of patients per month.
- Led the rebranding of the Walmart Health Virtual Care application to MeMD following Fabric's acquisition, delivering the transition in 1 week with a skeleton crew of 2 engineers.

- Maintained 100% uptime of the MeMD service across the Patient, Care, and Provider applications during the critical transition period to Fabric Health, ensuring uninterrupted service for all user types.
- Joined the Fabric Provider app team in November 2024 as a Flutter developer, building scalable and performant cross-platform features.
- Leveraged AI tools such as GitHub Copilot and Claude to accelerate development, particularly within new tech stacks and unfamiliar codebases, while maintaining high code quality and adherence to best practices.

Elevated Home Loans

Contract Software Engineer & Consultant

JAN 2025 – APR 2025

- Designed and developed the company's primary web presence, <https://elevated.loans/>, focused on lead generation for potential home loan clients.
- Built the site using Next.js and React with a lightweight Node.js API to serve dynamic data from a PostgreSQL database.
- Optimized the site for ADA compliance, search engine visibility, and performance—achieving Lighthouse scores above 90 in all categories (Accessibility, SEO, Performance, and Best Practices).
- Collaborated directly with company leadership to refine branding, copy, and conversion strategies based on user behavior and lead quality.
- Provided technical support and consultation after launch, ensuring site reliability and scalability.

Walmart Global Tech

Senior Software Engineer

JUL 2022 – AUG 2024

- Led a team of 8 engineers to rebrand a recently acquired telehealth application as the Walmart Health Virtual Care brand.
- Transformed legacy Angular front-end applications into a modern componentized architecture, improving maintainability and enabling adoption of the latest framework features.
- Identified key failure points within user flows and redesigned the experience.
- Identified security weak points across a suite of applications and led remediation at the source, resolving 85+ vulnerabilities.
- Implemented real user monitoring and logging to track the application's core vitals, reducing time to detect and resolve outages.
- Upgraded frameworks and packages to their latest supported versions, improved the team's peer review process, and streamlined build pipelines, increasing release frequency from monthly to weekly deployments.

ThredUp

Software Engineer

JAN 2020 – JUN 2022

- Led the migration of core company features from our legacy platform, including subscription box services, core marketplace checkout, and aftermarket services.
- Collaborated with our design team and advocated for the design of fluid components, a core set of styles and a scalable way for our engineering team to implement standards.
- Designed foundational components, layouts, and logic layers for the company's Content Management System used to build target landing pages using Figma and implemented in React.
- Implemented dynamic pages for targeted influencer landing pages, sales, promotions, and subsets of users.
- Designed and implemented OAuth and multiple payment providers in a dynamic checkout for the company's core marketplace, subscription box service, and aftermarket platform.
- Integrated A/B testing into the core purchase flow, increasing purchase rates and subscriptions while improving overall usability.
- Surfaced key business metrics and application performance data to stakeholders to inform the product roadmap.
- Led a cross-functional team of engineers, designers, and product managers to win a company hackathon with a new model for selling 1 of 1 items, which the company went on to adopt across departments.

Drivetime

Software Engineer

JUL 2017 – JAN 2020

- Led company initiatives to develop & maintain DriveTime's consumer facing website by providing technical advice on feature development.

- Promoted closer partnerships between design and engineering teams in order to define company design and engineering principles.
- Advocated for responsive and fluid design in the company's mobile website which led to the deprecation of our stand alone desktop site in favor of a single application.
- Led an initiative to optimize all image assets across the company's website, improving Lighthouse performance scores.

Atticue

Fullstack Engineer

JUL 2015 – JUN 2017

- Designed and developed a large scale application that curated the world's event data.
- Charged with the responsibility for all front-end, public, and internal products.
- Advocated for a SCRUM work environment in order for our small startup to thrive with the ever growing lists of objectives.
- Refactored the company's Node.js REST API to drive content and control multiple clients (web, iOS & Android) interface from a single source.