

LOVELAND, CO 80537 • 719-231-5757

kristen-foster-marks.com • kristen.foster.marks@gmail.com

KRISTEN FOSTER-MARKS

SKILLS

Developer Experience | Engineering Leadership | Technical Upskilling
Qualitative Research | Curriculum Development | Community Development
Python | Django | Javascript | Node.js | Express.js | Typescript | PostgreSQL

EXPERIENCE

Head of Developer Experience | DEPOT

OCT 2024 – APR 2025

- Leverages diverse communication channels to gather developer feedback, enabling strategic product development
- Directs an internal program that equips software engineers with tools to brainstorm, compose, and edit technical articles
- Leads documentation strategy to improve usability and discoverability
- Stays current on industry trends and technological advancements around developer experience and productivity
- Contributes developer experience thought leadership through authoring articles, speaking at conferences, and guesting on podcasts

Principal Developer Experience Engineer | PLURALSIGHT

Developer Success Lab

JAN 2024 – AUG 2024

- Developed innovative workshops, interventions, and curricula to promote evidence-based behavior change on software teams
- Led the lab's public-facing community arm, with a focus on driving communal dialogue and industry impact with the lab's public audience of software teams
- Contributed to the lab's growing public presence, giving conference talks, facilitating public-facing workshops, and writing articles and blog posts in order to maximize the impact of the lab's research for developers
- Worked closely with the lab's research scientists as a software expert coauthor, collaborating from beginning-to-end on research projects
- Led the creation of educational and practical materials to accompany the lab's original research launches
- Served as an expert voice for Developer Experience, helping the research team inclusively and authentically elevate developer experiences

Technical Upskilling Lead, Tech Center of Excellence | PLURALSIGHT

AUG 2022 – JAN 2024

- Designed & facilitated technical learning experiences on topics like Web Accessibility, Cloud Computing, Software Observability, & Communication
- Conducted in-depth needs analyses with engineering teams to determine internal, strategic technical upskilling foci

- Collaborated closely with internal Subject Matter Experts to create learning experiences tailored to accomplishing strategic engineering initiatives
- Thoughtfully collected and analyzed data on technical upskilling initiatives in order to evaluate and improve future quality and effectiveness
- Regularly gave internal talks & workshops on topics ranging from Rhetoric for Software Professionals to Gaining Confidence as a Speaker

Senior Software Engineer | PLURALSIGHT

FEB 2022 – AUG 2022

- Led the development of DORA metric visualizations, collaborating heavily across development and product teams
- Led the migration of run-time sql execution to a metrics-processing job for a 5x report-load-time performance improvement
- Collaborated heavily with product team to vet, plan and engineer technical features that solve real customer problems
- Constantly reflected on individual and team performance in order to improve delivery efficiency and developer satisfaction
- Actively mentored less-experienced software developers, & actively sought mentorship from more experienced colleagues

Director of Engineering | PLURALSIGHT

JAN 2021 – FEB 2022

- Worked as part of an autonomous Product Trio to gather, analyze & formulate requirements for customer-driven feature development
- Led the maintenance and continued development of a Bounded Context (React, TypeScript, Python & Django) and a PySpark application
- Facilitated the team's increased deployment frequency via encouraging a healthy CI/CD pipeline, as well as shaping a culture of ownership around deploying work frequently to production
- Managed multiple engineering efforts simultaneously, balancing and prioritizing technical initiatives with customer-driven development
- Guided an engineering team in the creation of and adherence to co-created team agreements and processes
- Constantly reflected on individual and team performance in order to improve both delivery performance and developer satisfaction and happiness
- Coached and facilitated the growth and success of six software engineers and three software interns, emphasizing the importance of continuous learning

Backend Python Developer | PLURALSIGHT

DEC 2019 – JAN 2021

- Wrote internal APIs using Python, Django, Django Rest Framework & PyTest
- Contributed code and documentation to internal Python packages to support a product-wide bounded context architecture
- Contributed to discussions around architecture and business logic

Lead Application Developer | ZAYO GROUP

JULY 2017 – NOVEMBER 2019

- Led a software team in implementing new features, refactoring existing code and fixing bugs across the stack (AngularJS, Node/Express.js)

- Critically assessed new feature specifications from Project Management in order to gauge feasibility, estimate LOE, develop POCs, refine requirements, and implement technical solutions

Full Stack Web Dev Resident Instructor | GALVANIZE

SEPTEMBER 2016 – MARCH 2017

- Assisted in the development and delivery of instruction with the goal of helping new developers develop mastery in full stack technologies
- Taught Javascript, Node/Express, PostgreSQL, Angular, React, Git & TDD

Composition & Academic Writing Instructor | COLORADO STATE UNIVERSITY

AUGUST 2012 – APRIL 2016

- Taught Academic Writing to native & non-native-English-speaking students
- Designed, built and delivered curriculum for a variety of class types, learning objectives, & proficiency levels
- Conducted classroom-based research in beliefs about second language learning, applying findings in order to improve students' learning
- Served as ESL Specialist in the CSU Writing Center, developing materials for ESL writers and training writing tutors to work effectively with non-native English speakers
- Attended and presented at professional ESL & Linguistics conferences

EDUCATION

Galvanize

Full Stack Web Development Immersive

APR 2016 – SEP 2016 **FORT COLLINS, CO**

Colorado State University

M.A. in English (Teaching English as a Second/Foreign Language)

University of Missouri – Columbia

B.S. in Psychology, minor in English

CONFERENCES, PODCASTS & WEBINARS

- The Science of Developer Experience *Engineering Unblocked 2025*
- How do we measure Developer Experience? *Day Two Devops 2025*
- "We're so glad we hired you!" Incorporate microinclusions into developer onboarding to increase developer thriving *LeadDev London 2024*
- The new developer: Help your engineering org navigate issues of trust, agency and skill threat as they adopt gen AI *LeadDev London 2024*
- Science-backed ways to advance your tech career *Tech Skills Day 2024*
- "I Didn't Grow Up Speaking Code": GitHub Copilot as a Programming as a Second Language Tool *Monki Gras London 2024*
- Using a learning-themed retrospective to strengthen your team's learning culture and reduce learning debt *LeadDev New York 2023*

- How a year in engineering leadership has made me a better individual contributor [StaffPlus San Francisco 2022](#)
- The definition of "done" [Perspectives in Leadership Podcast 2022](#)
- Applications of Foreign Language Learning to Coding [Pluralsight 2022](#)
- Learning to code and embracing failure [All Hands on Tech Podcast 2021](#)

RESEARCH, WRITING & INTERVIEWS

- **Developer Success Lab**
 - “My code is shit”: Negative automatic thoughts and outcomes of a behavioral experiment for code review anxiety
 - AI in Software Development: Results of a pilot study of an intervention to overcome AI Skill Threat
 - Microinclusions: a small way to increase sense of belonging and fit on tech teams
 - Think big, then scrutinize: evaluating thought leadership with scientific methods
 - How Software Jack-of-all-Trades Eli Mellen promotes Dev Thriving
 - How Senior Software Engineer Kathy Lavoie builds for Dev Thriving
- **Depot**
 - Developer Experience: Past, Present & Future
- **LeadDev**
 - Upskilling teams at scale with Learnathons
 - Improve your learning culture with retrospectives
 - Using rhetorical situations to improve internal communication
- **Pluralsight**
 - How Pluralsight made waves in website accessibility
 - Close technical skills gaps with a principal learning engineer
 - Second Language Acquisition (SLA) Insights Series
 - What SLA can teach us about learning to code: Part 1
 - What SLA can teach us about learning to code: Part 2
 - SLA Insights Part 3: Noticing & Attitudes
 - SLA Insights Part 4: Affect & Anxiety
- **Devmio** - Solving Engineering Bottlenecks Is Key To Increasing Productivity and Delivering Value to Customers
- **The New Stack** - How to Find and Solve Engineering Bottlenecks
- **eWeek** - How Businesses Can Hone Tech Skills Outside of Academia
- **Jaxenter** - Women in Tech: “Remember to ask for a lot of help...”
- **eWeek** - Inspiring Women in Tech
- **BuiltIn Austin** - The Art of the Upskill: How Pluralsight Promotes Professional Development from Within

TOOLKITS, GUIDES & CURRICULUM

- Code Review Anxiety Workbook
- Generative AI Adoption Toolkit
- Learning-Themed Retrospective for Strengthening Learning Culture & Reducing Learning Debt