

William J. Piel

bill@billpiel.com • 610.246.0871 • Media, PA
<https://github.com/bpiel> • <https://linkedin.com/in/billpiel>

Senior software engineer and architect with 20+ years building backend systems, data platforms, developer tools, and startup products. Deep experience designing complex domain models, integrations, distributed systems, query layers, debugging tools, and AI-assisted engineering workflows. Former founder/CTO and engineering leader with a track record of owning ambiguous, high-leverage technical problems from architecture through production.

- **Languages:** Clojure, Rust, ClojureScript, Python, TypeScript, C++
- **Data:** PostgreSQL, MySQL, Redshift, Redis, Apache Iceberg, Avro, Parquet, XTDB
- **Infrastructure:** AWS, GCP, MS Azure, Kubernetes, Docker, Linux
- **Other:** Hiring, API Design, Git, Websockets, GraphQL, Hasura

Experience

TeamOhana • Principal Software Engineer

Aug 2025 — Present

TeamOhana is a workforce planning and headcount management SaaS platform. I work primarily on backend systems and complex product workflows in Clojure, focusing on Position Management, Workday integrations, customer-specific workforce data modeling, and scenario/headcount APIs.

- Designed and led backend development for Workday Position Management, introducing positions as a first-class concept in TeamOhana and supporting the company's move upmarket.
- Took ownership of the critical, but neglected Scenarios modules. When I arrived, this was considered the "crown jewel" of the product. I introduced new features while making significant improvements to the quality of the codebase.
- Built public API support for exporting Scenarios as JSON or CSV from a single customer-facing endpoint, combining multiple internal data sources into a configurable output model with support for overlapping columns and arbitrary customer fields.
- Used AI-assisted development workflows, primarily Claude Code, to accelerate investigation, implementation, debugging, and QA across a large Clojure codebase.

Patch • Software Engineer — Contractor

April 2023 — Nov 2023

Patch (patch.tech) was a SaaS startup building an acceleration layer for data warehouses. I worked on the infrastructure team, focusing on improving and maintaining the ETL pipeline and query layer.

- Built a Clojure implementation of Apache Iceberg
- Implemented an OTP-inspired actor framework for Clojure
- Worked extensively with Avro, Parquet, Kubernetes (k8s), etcd, and XTDB

Fignascent • Founder, CEO & CTO

Nov 2019 — Nov 2022

Founded and led a three-year R&D effort to reimagine how distributed systems and web applications are built and deployed. While the project didn't reach its ultimate goal, it shaped me into a stronger engineer and leader.

- Designed and implemented a fault-tolerant algorithm for distributed storage and computation across large server clusters
- Created a new programming language aimed at unifying backend and database concerns, enabling novel software architectures
- Built and iterated on 40+ experimental prototypes exploring different system models and runtime designs
- Worked primarily in Rust and Clojure

Vetd • Co-Founder & Chief Technical Officer

Jan 2019 — Nov 2019

Vetd was an accelerator-backed SaaS startup focused on improving how businesses buy software. As the sole technical co-founder, I built the product from the ground up and led engineering efforts until the company wound down.

- Built and deployed the initial web application as the sole engineer
- Hired and managed a small engineering team
- Designed and implemented a custom GraphQL API using WebSockets and Hasura
- Deployed production infrastructure on AWS using Fargate, RDS, and S3

- Streamlined development with custom Docker tooling
- Worked in Clojure and ClojureScript

GlobalFit • Chief Technical Officer

July 2018 — Dec 2018

GlobalFit is a long-standing B2B2C wellness marketplace. I was brought in to navigate a challenging cultural dynamic between leadership and engineering.

- Helped repair the strained relationship between the executive and engineering teams
- Simplified a complex and fragile production deployment pipeline
- Built trust-based relationships with each member of the engineering team
- Supported team members in identifying career growth opportunities

Magento Commerce • Software Architect

July 2016 — July 2018

Magento is a leading open-source e-commerce platform. Following its acquisition of RJMetrics, I served as the senior technologist on the team responsible for transforming the RJMetrics product into Magento's business intelligence offering.

RJQL Service — Led architecture and implementation of the RJQL service — the core engine powering all automated data analysis in the product. RJQL is a proprietary query language that abstracts over diverse data sources including PostgreSQL, Redshift, and Google Analytics.

- Designed and led the implementation of a new execution engine
- Replaced legacy systems (~20k lines of PHP and Hadoop) with ~9k lines of efficient Clojure
- Significantly reduced infrastructure costs by replacing a resource-heavy solution

Cerebro (ML Initiative) — Led an exploratory effort to integrate machine learning capabilities into the product roadmap

- Researched and applied collaborative filtering algorithms and academic ML concepts
- Built robust dataset generation tooling in Clojure

RJMetrics • Director of Engineering

July 2012 — July 2016

Senior Software Engineer

July 2010 — July 2012

Second technical hire at RJMetrics, a venture-backed SaaS analytics startup acquired by Magento. Over six years, I helped scale the company from a handful of people to a mature engineering organization. As Director of Engineering, I contributed across leadership, architecture, and hands-on development. Tech included Clojure, PHP, JS, Python, MySQL, Postgres, and AWS.

- **Billing system overhaul:** Led architecture and implementation during vendor transition, designing a CQRS-inspired system with robust scheduling and clean state transitions
- **Developer tooling:** Built tools for API integration development — improved team velocity with omniscient debugging and automated test generation via HTTP traffic replay
- **Chart builder & RJQL:** Led six-month rewrite of core charting UI; designed RJQL, a domain-specific language enabling flexible queries across data sources
- **Architecture & APIs:** Championed transition to service-oriented architecture and helped define the internal REST API spec adopted across teams
- **Mentorship & culture:** Acted as a mentor and cultural anchor, supported career growth, guided teammates through tough decisions, and fostered a healthy, collaborative environment

Talks & Projects

Sayid — A debugger and profiler I wrote for Clojure.

- [Becoming Omniscient with Sayid](#) — Spoke at Conj 2016 in Austin. Video available on YouTube.
- <https://github.com/clojure-emacs/sayid>

Guildsman — A TensorFlow library for Clojure. TensorFlow is Google's machine-learning library.

- [The Tensors Must Flow](#) — Spoke at Conj 2017 in Baltimore. Video available on YouTube.
- <https://github.com/bpiel/guildsman>

Education

University of Delaware

September 1998 — June 2002

B.S. Computer Engineering • Minor in Computer Science