CHARLES HUDSON BAKER

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Senior Engineering Manager, AI Integration and Client Delivery

Nx certified

I make AI the core of how engineering teams deliver, from the first sales call to launch.

At Briebug, a software consultancy, I led client project teams and owned staffing, hiring, pre-sales, and pricing, all while staying 100% billable. I co-led the firm's AI rollout, wrote its AI usage policy, and got every engineer working with AI full time.

AT A GLANCE

10 years in professional software

13 engineers managed at peak

3 apps shipped for a client startup in six months

5 client engagements managed simultaneously

SKILLS

Leading	developer team management, hiring and staffing, mentorship and training, sprint planning, client project direction, client satisfaction, delivery remediation
AI	AI adoption and enablement, AI governance and usage policy, agentic development, AI-assisted code review, prompt and context engineering, multi-stack AI tooling (Claude Code, Codex, Windsurf, Cursor)
Hands-on	architecture, infrastructure, solution engineering, CI/CD, AI pipeline integration, testing, requirements confirmation

EXPERIENCE

Briebug Software
Denver, CO (remote)
2019 to Present

Senior Software Engineering Manager

Consultancy of about 80 people at most, about 40 while I managed. Director-track scope.

Product delivery and throughput

- Led a three-engineer team that shipped three apps for Shostak, a client startup, in six months, using AI for design, agentic coding, context files, skills, and pull-request review.
- Our sprint velocity roughly doubled after the company's first AI rollout.

AI integration and governance

- Co-led Briebug's rollout of AI-assisted development with the Director of Engineering. I ran the pilots, wrote the evaluation reports, set the standards, and hosted the weekly meetings, tech huddles, and trainings.
- Moved every engineer to full-time AI use: all code is AI-generated, with complete workflows on several AI stacks. We went from Windsurf code completion to Codex agents, ran a Cursor comparison study, and standardized on Claude Code.
- Wrote the engineering process policies (pull-request review, QA, rollbacks, Git hooks) and the AI usage policy: who owns AI-assisted work and who answers for it.
- Built Sprint 0, a repository template with Nx for setting up new greenfield projects. Three client projects launched from it, plus a fourth internal one.

- Helped establish AI use in project management as well as engineering, and owned policy, integration, and company-wide use.

Client project management

- Led client project teams through feature delivery, triage, and code quality audits. My incident reports went back into the team's delivery docs.
- On pre-sales calls I handled demos, discovery, feasibility, architecture, and pricing. I helped close four or five contracts, and clients asked for me by name.
- At SiriusXM I worked two contracts at different times. The first rebuilt their business sales pipeline on a new platform, removing friction from onboarding and expired-subscription promotions. Retention, re-signing, and new signups rose afterward.
- The second was a UI library rebuild. I helped plan it, built components, wrote the end-to-end tests, and moved the legacy UI onto the new library. I was on for all of it, and we delivered inside the bid timeline.
- Audited a client engineering team's delivery process and throughput, evaluated every engineer, and presented the findings to their leadership.
- When full-time staff rolled off a client project, I led the AWS and infrastructure handoff and kept delivery steady while leadership was away.

Developer team management

- Managed up to 13 engineers, most of the engineers at one point: quarterly reviews, monthly 1:1s, performance interventions, and the call on who was ready for promotion.
- Owned staffing and capacity against the contract roadmap. I interviewed candidates and made the hiring decisions.

Barnett Engineering & Signaling Laboratories LLC
Colorado Springs, CO
2017 to 2019

Lead Full-Stack Software Engineer

- Built the engineering department from the ground up, DevOps pipeline and infrastructure included, and doubled the company's contract count by hiring, mentoring, and pitching prospects. Won Department of Defense contracts.
- Delivered a 100% custom signals-intelligence visualization app for the U.S. Navy.

SELECTED WORK

Client project

Shostak.tv

Independent-filmmaker streaming platform, AI-native greenfield build

- As solution engineering lead, fit a six-month, three-app platform to a capped budget, which won over a client who was nervous about cost. Delivered within the cap, with a larger epic than we first agreed.
- Designed the solution for the platform's admin billing system and creator revenue-share logic, and led the team that built them. Shipped three major releases, including a launch announced at the Sundance Film Festival, and for a stretch carried delivery as the only engineer.

Client project

Client billing recovery

Keeping a budget-constrained client after a hand-off overrun

- A hand-off to a new engineer pushed the client's invoice to roughly double the original bid. I traced the cause, corrected the practice, and set up billing controls.
- I negotiated the resolution with the client and their project manager and kept the account. They did two more feature cycles and later signed a quarter-long engagement.