Frank Robert Anderson

Engineering Leader

Senior software engineer and full stack web developer with over 20 years of professional experience, most recently leading company-wide adoption of AI agents in the development process. For the past decade I have been responsible for updating and codifying how engineering teams work.

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SKILLS

Leadership & process
Team lead, Platform architecture, Engineering process design, Mentoring, Technical training, Code review & security audit

AI adoption
Agent workflows, Token management, Team enablement, Development strategy

Languages & platforms
PHP, Drupal, WordPress, Python, Node.js, Go, JavaScript, Hugo

Infrastructure & delivery
AWS (SAM, serverless), Docker, GitLab CI, Ansible, Git / semantic versioning, Proxmox

Industries
K-12 education, Higher education, Curriculum management, Professional development, LMS, Electronics & semiconductors, Entertainment news, Non-profits

EXPERIENCE

Software Engineer III

Clarity Innovations Inc · Portland, OR · 2015–2026

Clarity Innovations focuses on the K-12 industry. I took a small group of independent developers and got them working as a team, leading a team that grew between 3 and 10 people across projects spanning multiple products and multiple years. I helped architect platforms, ran stress testing and security maintenance, and evaluated technologies for future platform development. During COVID I helped clients pivot to a platform built for the changing demands of at-home education. With the shift to AI it became my responsibility to train the team on effective use and to develop a new process for building with it.

- Held a company-wide training on the safe and effective use of AI agents.
- Rewrote the development strategy to adopt AI into the regular development process, including educating skeptics and training on token management and the quality-versus-velocity tradeoff.
- Built AI workflows for existing engineering teams.
- Team lead and project architect.
- Designed the engineering team's workflow and process; documented and standardized it.

- Spearheaded the move to GitLab and the migration from SVN to git.
- Built CI pipelines with GitLab CI.
- Built local Docker-based development environments for Drupal, Node, Python and Go projects.
- Migrated legacy Drupal 6/7 to modern Drupal, and legacy systems to static sites or a CMS as needed.
- Managed the sunsetting of unsupported Drupal 6 and 7 sites.
- Code review and security audits of legacy codebases written by overseas contractors.
- Introduced AWS SAM, Go, Ansible Semaphore, htmx, Backstop, GitHub Pages and Open edX.
- Set up development blueprints, recipes and starter kits for Drupal 8+ and other projects.
- Built and maintained Drupal sites; built static sites with Hugo.
- Built custom SSO integrations and designed flexible account management systems.
- Trained and mentored junior engineers.
- Worked across departments on products and curriculum, and gave internal training and technology presentations.
- Conducted training for school districts on migrating to AWS.
- Gave technical talks at industry events on AWS and Drupal.

Senior Drupal Developer

KWall Company LLC · Orange County, CA · 2013–2015

KWall is an interactive development agency focused on Drupal, an Acquia and Pantheon partner serving clients from higher education to entertainment news. Most of the sites I built there were large higher-education sites requiring integrated single sign-on, organic groups, content workflows, and extensive work to meet ADA accessibility standards.

- Team lead and project architect.
- Built and maintained Drupal sites.
- Configured continuous integration with GitLab CI.
- Built DevOps deployments using Fabric and Python.
- Ran internal training on emerging technologies including Node.js, Ansible and Jekyll.
- Maintained KWall's contributed Drupal modules.
- Helped organize the OC Drupal meetups.
- Streamlined and documented internal development processes.

Contract Drupal Developer

Zaferia Web Works · Long Beach, CA · 2011–2013

Formerly Media Done Right, Zaferia Web Works is a collection of freelance Drupal developers who take on larger projects together, reinforcing each other's weaker areas. Most of my work there was front-end JavaScript and CSS.

- Created an API integration to a custom Azure web service using the Migrate module.
- Built a single-page web app in Drupal using the LocalScroll JS library.

- Migrated JavaScript mortgage calculators from a hacked WordPress site to Drupal, adding form entry save and load.
- Built animated JavaScript widgets using custom views, JS and markup.
- Built an animated header from designer-supplied JS/CSS for use in Drupal.
- Finished a Magento site, mostly theming.
- Maintained client Drupal sites.
- Gave free training at DrupalCampLA 2012.
- Co-organized the Long Beach "let's contribute together" meetups.

Technology Manager

The Wrap News Inc. · Los Angeles, CA · 2010–2011

The Wrap News Inc., founded by journalist Sharon Waxman in 2009, is a leading news organization covering the business of entertainment and media. It comprises TheWrap.com, ItsontheGrid.com, ThePowerGrid and TheGrill. TheWrap was named one of the 100 Most Important Online Publishers in 2010 by OMMA.

- Designed the server architecture and database schema for ThePowerGrid, a database of every person, project and company in Hollywood.
- Led all internal development projects and advised on technical direction.
- Ran the Drupal 6 sites: thewrap.com, thegrill.thewrap.com and thewrap.com/powergrid.
- Managed contractors on projects taken out of house.
- Developed in-house tools, including an intranet system and a redirection engine.
- Re-themed the site from the ground up, working with designers on the redesign.
- Built thegrill.thewrap.com on the Conference Organizing Distribution of Drupal 6.

PERSONAL PROJECTS

Homelab

A Proxmox VM server running a persistent family Minecraft server, a Jellyfin media server and other services. When Windows 10 was discontinued I moved the family's machines to Manjaro Linux, since only one could run Windows 11. I run Omarchy with Hyprland.

Game development

Builds games primarily in Godot, with experiments in Ebitengine, Raylib and SDL.

Video Game of the Month Club

Founded and runs a club that meets periodically to critically discuss video games.