Sam Blinde
Engineering Manager

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Professional Summary

Engineering leader with 10+ years building transformative software solutions, distinguished by deep healthcare domain expertise and commitment to mentorship. Combined 5 years developing HIPAA-compliant patient-advocacy systems at Accolade with hands-on clinical experience as a pharmacy technician historically. Recently managed 8+ distributed engineers while maintaining active mentorship spanning over a decade. Pursuing advanced studies in bioinformatics/biomedical sciences to lead at the intersection of precision medicine and compassionate care. Recognized with 2024 Nearform Inclusion Advocate award for fostering diverse, high-performing teams.

Areas of Expertise

Healthcare & Clinical – HIPAA Compliance - Patient Advocacy Systems - Clinical Workflow Optimization - Healthcare Data Privacy - EHR Integration - Patient Care Technology - HL7 / FHIR - Biomedical Informatics (In Progress) - Variant Effect Prediction (VEP) - GATK / Hail Pipelines - Genomic Data Annotation - Precision Medicine Infrastructure - Health Equity-Centered Design

Engineering Leadership – Remote Team Management - Cross-Functional Collaboration - Agile/Scrum Methodologies – Technical Mentorship - Career Development - DEI-Driven Hiring & Culture - Strategic Architecture Decisions - Burnout Prevention Systems - Org Design for Ethical Impact - Product-Led Engineering Strategy - Inclusive Team Building - Strategic Technical Decisions

Technical Excellence – React - TypeScript/JavaScript - Node.js - GraphQL - Next.js - API Design - Storybook - Prisma - Astro - Frontend Systems Architecture - Bash - Docker - GitHub Actions - CI/CD - Cloud Platforms (AWS, GCP experience) - Accessibility (WCAG/a11y) - Terra - Python (in progress)

Human-Centered Skills – 10+ Years Mentorship - Inclusive Communication - Stakeholder Engagement & Influence - Technical Writing & Documentation - Systems Thinking - Organizational Change Facilitation - Public Speaking (Podcasts, Presentation) - Ethical Technology Advocacy - Community Building

Professional Experience

2022 - 2025
Engineering Manager & Senior Software Engineer
Nearform / Formidable Labs | Remote

- Lead and mentored 8+ distributed engineers during tenure, while simultaneously being an individual contributor and lead engineer in 5+ client engagements, maintaining 100% on-time deliveries, while fostering individual growth plans, resulting in multiple promotions and skill advancements.
- Architected and delivered mission-critical solutions using React, TypeScript, Next.js, GraphQL, Prisma, and Astro, including geospatial analysis tools for major telecommunication clients, B2C pet insurance platforms, and compensation management systems with HRIS integration.
- Championed knowledge shared across siloed projects through innovative team practices, creating psychological safety that enabled direct reports to take risks, learn from failures, and support one another despite working separate initiatives.
- Extended leadership impact beyond direct reports by co-leading management roundtables, DE&I initiatives, and women's ERGs, earning Nearform's 2024 America Region Inclusion Advocate award for creating lasting cultural change.
- Served as a company ambassador through podcast interviews, published thought leadership blogs on remote team management, and conference participation, demonstrating how inclusive engineering cultures drive business success.

2022
Engineering Mentor (Contract)
Thinkful Inc. | Remote

- Mentored bootcamp students and graduates transitioning into prospective software engineering careers, providing technical and professional guidance.

2017 - 2022
Software Development Engineer II
Accolade Inc. | Plymouth Meeting, PA & Remote

- Developed and maintained HIPAA-compliant front-end applications serving millions of patients seeking healthcare advocacy, directly improving health outcomes through intuitive, accessible technology interfaces.
- Translated complex healthcare requirements into elegant healthcare solutions by leveraging unique understanding of clinical workflows, patient needs, and regulatory constraints gained from hands-on healthcare experience.
- Served dual roles as Scrum Master (2+ years) and on call engineer for critical healthcare infrastructure, ensuring both team productivity and system reliability.
- Pioneered inclusive hiring practices by crafting and leading technical interviews, mentoring interns/junior engineers, and reshaping evaluation criteria to identify potential over pedigree, and building a more diverse and effective engineering team.
- Collaborated extensively with clinical teams, product managers, and patient advocates to ensure technical decisions aligned with real-world healthcare delivery needs, bridging the gap between engineering excellence and patient outcomes.

2016 - 2017
Front End Developer
Realtime Media | Conshohocken, PA

- Developed responsive web applications for diverse client base using modern JavaScript frameworks and WordPress application frameworks

2015 - 2016
Web Communications Assistant
Wilmington University | New Castle, DE

- Managed university's web presence and digital communications
- *Previously served as Peer Mentor (2013 - 2015), establishing decade-long commitment to mentorship*

Education

Associates of Arts, Communication Lehigh Carbon Community College, Schnecksville, PA - Anticipated Fall 2025 - Current GPA 4.0 - Dean's List Spring 2024 - Dean's List Spring 2025

Bachelor of Science, Media Design: Multimedia Wilmington University, New Castle, DE - Graduated 2016 - 3.98 GPA - Summa Cum Laude - College of Technology Alumnus Award - Epsilon Pi Tau - Delta Epsilon Rho

Note: Original biotechnology studies in college provided foundational understanding of biological systems and research methodologies that inform current bioinformatics and biomedical pursuits.

Media & Publications

"Bridging the Gap: Leading with Intention in a Remote First World" Published by Nearform, December 2024
Shared vulnerable insights on building trust and psychological safety in distributed teams, demonstrating thought leadership in modern engineering management.

Future Founder Promise Podcast - Two Part Series Featured Guest, Published by Stellate, May & June 2024
Discussed authentic leadership, the importance of inclusive engineering cultures, and strategies for supporting team growth and connecting in challenging times.

Certifications

Sanity (CMS) Certification
Obtained 2024 via Sanity.io

Management Training 101: Practical Skills for Great People Leaders
Obtained 2022 via Reverb Management & Leadership Development