Geo Sauer

Software Engineer | Loveland, CO
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ABOUT ME

I'm a values-driven full-stack engineer with deep frontend expertise and expanding backend capabilities, driven by a passion for building performant, accessible, and thoughtfully designed digital experiences. I thrive in team environments where I can bring together my technical depth, product insight, and collaborative energy to solve meaningful problems.

SOFTWARE EXPERIENCE

HazAdapt // Senior Software Engineer (remote) February 2024 - Present

- Promoted to Senior Engineer (September 2025) after assuming technical leadership of 3 production applications, expanding from frontend-focused role to include backend development, release management, and team leadership while maintaining production stability.
- Extended Node.js/Express backend services by implementing new API routes, middleware for authentication and error handling, and automated reporting systems via cron jobs.
- Managed a two-engineer team, conducting code reviews, prioritizing technical roadmap, and making architectural decisions to balance feature delivery with technical debt.
- Proposed, designed, and executed an expanded insight view for analytics data that reduced API overhead by 90% by refactoring data fetching architecture and implementing a fullscreen overlay pattern that eliminated redundant calls and enabled instant insight switching.
- Built analytics features using React, TypeScript, Chart.js, and Mapbox GL, delivering both assigned work and self-initiated features from concept to production.
- Implemented and iterated on core product flows including site navigation, subscription billing, and insight views, improving conversion rates and system performance.
- Maintained and improved accessibility across web (React/MUI) and mobile (React Native) apps, ensuring WCAG compliance and inclusive user experiences.

Collabify // Software Engineer Intern (remote) December 2023 - September 2024

- Built responsive UI components for a React and TypeScript MVP, translating Figma designs into polished, production-ready interfaces.
- Helped establish a reusable component library using MUI and SCSS, reducing code duplication and improving team velocity.
- Conducted accessibility audits using Lighthouse and implemented WCAG-compliant improvements, raising scores by 30% and improving screen reader navigation.

Code the Dream // React Mentor (remote) September 2023 - February 2024

- Provided one-on-one mentorship to React students, addressing blockers and knowledge gaps through tailored guidance and live support.
- Delivered weekly code reviews for 7+ mentees, offering actionable feedback to improve code quality, reinforce engineering fundamentals, and encourage best practices.
- Diagnosed and resolved technical issues and misunderstandings both asynchronously and during live sessions, helping students make consistent progress in React.

EDUCATION

Alchemy Code Lab // Software Developer Certificate 2022 - 2023
University of Northern Colorado // BFA 2012 - 2015
Aims Community College // AA 2009 - 2011

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PRE-SOFTWARE EXPERIENCE

Sage Telecommunications Corp // Coax Splicing Foreman — July 2020 - August 2022

- Promoted to foreman within 6 months (vs. 1+ year typical) and led 4+ multi-department crews on complex infrastructure builds, adapting to real-time design changes.
- Increased production by 150% and cut customer downtime by 80% by redesigning workflow for high-frequency jobs, generating $1.2M in company value.
- Repaired strained inter-departmental relationships, restoring client confidence and improving cross-team collaboration.

Rocky Mountain Bronze Shop // Lead Welder/Chaser — September 2016 - March 2020

- Learned TIG welding through autodidactism to maintain production during a staffing shortage and was subsequently promoted to lead welder after consistently delivering high quality work.
- Proactively learned patina techniques, contributing across multiple finishing stages to accelerate project delivery.
- Collaborated directly with clients throughout fabrication and patina stages to meet exact specifications and creative expectations.

PERSONAL INTERESTS

Outdoorsy // I love exploring Colorado on my motorcycle, mountain bike, paddleboard, or my own two feet.
Fantasy Fighter // I perform choreographed combat at Ren Faires with The Knights of the Tempest.
Tabletop Tactician // I'm part of an ongoing 6+ year D&D campaign and love collaborative storytelling.
Digital Tinkerer // I 3D print props and miniatures, and I dabble in modeling.
Lifelong Learner // I regularly deep-dive into topics across science, history, art, and technology.