

Leadership in Cloud & DevOps world
Development of products, teams and people
Solution architect - Make things work - Management 3.0

Profile

20 years of technical experience, 10 years in leadership roles. Innovator: from hardware, through software to the peopleware. Gone full path - from **developer, through architect to tech lead and manager / director**. Started in Poland, gathered experience in Europe and **thrived in global product organisation**.

Caring about **people, alignment, strategy and successful products**. Supporter of **Kaizen, Toyota Production System** and Agile methodologies. Management 3.0. Whiteboard lover. Product Led Growth.

Experience

● **Senior Engineering Manager at Equinix* – Nov 2018 -**

** SV based, world's biggest Data Centers operator and Interconnection provider*

As one of **site-leads** incorporated new Product Development Center. **Hiring, building, creating culture** and settings local site teams for success. Started in November 2018 with 4 people and **hired 150+ talents with retention above 90%**. **Mentoring and building second line of managers**.

Development of Interconnection products - Equinix Fabric and Internet Exchange. Built by 50 engineers, TPMs and UX designers along with multiple **cross functional teams** around the globe. Started first platform with "Cycle Time Reduction" project to **automate quote-to-cash workflows**. In result it reduced ordering and turning-up devices from 78 to 2 days. Collaboration and coordination amongst three product sites - **Singapore (GMT+7), Warsaw (GMT+1) and SV (PST)**.

Revamped SDLC with introduction of DevOps methodologies to accelerate flow and value streams. It focused on automated CI/CD pipelines with GitHubActions, followed by series of tests - from basic linters, code coverage checks, through integration tests, security scans. Artefacts were automatically deployed on lower envs and finally production, released to customers by feature flags.

● **Head of Development at KMD** – Feb 2018 - Nov 2018**

*** danish biggest IT integrator for public sector*

First experience in international company in near-shore setup. Responsible of development "KMD Elements" - **cloud based service for settlement & energy billing**. It incorporated complex Danish business law rules and focused on renewable energy. **Steering committee member**.

People manager for 32 consultants. Worked with **OKRs on alignment and partnership with danish counterparts and stakeholders**.

● **Director of Mobile Development Dep at Wirtualna Polska*** – Oct 2015 - Jan 2018**

**** biggest polish media group of portals, video streaming sites, own TV broadcasting station and huge footprint in e-commerce*

Scaled up one small team to department of 40 developers and testers in 5 teams. Introduced full agile processes of development. **Build second line of management and tech leads**.

Delivered revamped company mobile apps: o2, WP24, SportoweFakty, OpenFM, Poczta o2, WP Pilot on iOS & Android. Execution of Product roadmap and contribution to broader IT strategy.

Due diligence and take over of "**WP Pilot**" **Over-The-Top video streaming platform**.

Re-architecture product from 10k concurrent users (top for system) to 650k concurrent users watching simultaneously OTT content. R&D on media encoding to provide better efficiency and quality.

Employer branding, revamped on-boarding and recruiting processes. Budget planing (up to 5M).

● Deputy Director of Sw Development Dep at Wirtualna Polska – Feb 2014 - Sept 2015

Lead the transformation of two different approaches (from two different companies that merged) of building **content systems to micro-services oriented**. On top of that system we built new o2.pl site / app in just 11 weeks.

From big Oracle with Java middleware and PHP client apps to the μ Services built with variety of languages (Python, PHP, JavaScript), NoSQL databases (MongoDB, Neo4j) working natively in **multi Data Center environment** with idempotent bus built on top of Kafka and ElasticSearch.

Overseeing mobile apps development team. Committed to due diligence processes with M&A team.

● Head Of Architecture and Development Dep at Grupa o2**** – Sept 2012 - Jan 2014

**** polish media group of web portals

Managing 40+ people in 6 teams. **Working closely with Management Board and Operations Dept. on implementation of product strategy.**

Transforming from waterfall to agile company. Changing from PHP to Python shop with more robust tools (Jenkins/CI), frameworks (Django) and methodologies (Scrum/Kanban).

Greatest accomplishment: as o2 company with help of Innova Capital found successfully executed a management buy-in of Wirtualna Polska

● Software Architect at Grupa o2 – Apr 2011 - Aug 2012

Lead R&D engineer. **Designing scalable, high performance and high availability systems.** Tools of choice: Python, Javascript, NoSQL databases like MongoDB, Redis, Cassandra.

Kicked off series of internal software craftsmanship meetings called "Dotlenia" ("Oxygenation") where company specialists presented new libraries, frameworks. Enabler of "we can do it" and "move fast and break things" approach.

Technical lead of Pudelek.pl rewrite and reboot - biggest (300M PV/M) company site.

● Software Developer at Grupa o2 – Sept 2009 - Mar 2011

● Software Developer (freelance) – 2004 - 2009

Education

2002- 2004 – PJWSTK Warszawa, Computer Software Engineering

1998 – 2002 – 1st High School in Ciechanow, Mathematics&Physics profile

Toolchain

(selection of technologies used in projects in last years)

Python, Java, GoLang, JS/node.js, Kotlin

AWS, GCP, Azure, CI/CD, Jenkins, GitHubActions, SQL and noSQL

Languages: English (professional working proficiency), German (basic), Russian (basic)

Driving license

Hobbies: automotive, travel, sailing, bouldering, photography & video - content creation