

Felix Kirmse

ENGINEERING LEADER

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Summary

I am feedback-driven and results-oriented, prioritizing cross-functional communication between different projects and teams, while also acting as a shield for engineers against unreasonable demands. Beyond timely project delivery, my team of engineers is everything to me, nurturing their professional and personal growth at all levels of their life and career. I am a strong believer in the power of a growth mindset and the importance of psychological safety in the workplace. I am always looking for ways to improve the work environment for everyone.

Experience

Kraken Technologies

Tokyo, Japan

LEAD SOFTWARE ENGINEER

March 2024 - Present

- Manage and lead a global squad of 10 software engineers spread across 3 products, agilely moving them between projects to have the most **impact** for their personal growth and company needs.
- Oversaw the frontend development process in a product group, making sure our tooling stays consistent and up-to-date between projects.
- Facilitating the growth of other managers in the company by delivering a 12 module leadership development program focusing on soft skills required to lead a team.
- Advising tech leads and product managers **across products** to surface and fix issues with how the team operates.
- Acted as temporary Tech Lead for an APAC-based feature team because of a sudden departure. Ensured the feature was still developed and delivered on time while mentoring another member into the Tech Lead role.
- Acted as Hiring Manager for the squad, hiring strong new team members that fit the company culture.
- Refactored how the product group approaches working with designers, making them a core part of the development process.
- Got certified as a **Mental Health First Aider** (in Australia) to be available for employees in need and **identify and intervene** effectively in the case of a mental health crisis.

Bodygram

Tokyo, Japan

DIRECTOR OF ENGINEERING

May 2023 - Dec 2023

- Managed growth and performance of a diverse team of 13 **software engineers** and 5 **machine learning engineers** across 5 projects.
- Operated in a **Google-esque** environment, ensuring that the team is motivated and can **achieve personal growth** (technical/soft skills).
- Ensured features and system changes underwent a **design process** enabling consent among the team while being **scalable and maintainable**, while ensuring **timely delivery**.
- Made **data-driven decisions** based on statistical metrics, utilizing A/B tests to ensure the best possible outcome for the company.
- Acted as Hiring Manager for the engineering team, ensuring that the team is growing at a healthy pace and that the right people are hired by defining the process and being an interviewer.
- Utilized strong and active communication across functions (Eng/UX/Product) to understand the underlying need of a feature request and balance feasibility and time.

Retail AI

Tokyo, Japan

HEAD OF ENGINEERING

Apr. 2022 - May 2023

- Manage growth and performance of **~40 software engineers** in **9 teams** across Japan and China.
- Introduced new way of **reviewing performance** of software engineers that focuses on letting non-technical upper management **understand** and **visualize** the growth of each engineer in a given review cycle, as well as their contributions.
 - Added a second review to the year to provide more frequent feedback to engineers.
- Oversee creation of a new team and product that decreased loss related to the Smart Shopping Cart.
- Provided **on-call fast response** in cases of system failures, analyzing log files and establishing communication between CS and developers, reducing average response times from 12 hours to 30 minutes.
- Re-structured teams and introduced team leads/lead devs in each team to handle the **scaling challenges** that come with a higher total amount of engineers while creating new leaders.
- Coaching of managerial techniques to new managers in other departments.

- Manage growth and performance of **~20 software engineers** in **4 teams** across Japan and China.
- Overhaul and introduce the development cycle by splitting sprint plannings per team and **teaching** the engineers how to effectively estimate workload for a sprint.
 - **Reduce** time spent in meetings by **3 hours in a 14 day period** for non-team lead engineers
 - Increase overall team velocity by 30%.
- Created and introduced a proper process for releasing new versions for our smart shopping cart, defining key people and communication points from idea inception all the way to rolling out the app in stores.
 - Reduce occurrence of failed launches by 90%.
 - Increase accuracy of time estimations for a version update.
- Work very closely with PdM and lead developers in business planning meetings to balance feasibility and time and established **strong communication** between different projects and teams.
- Act as **technical advisor** anytime someone needed some help or wanted to review a technical solution they came up with.

Code Chrysalis

Tokyo, Japan

SOFTWARE ENGINEERING MANAGER / CURRICULUM OWNER

Mar. 2020 - Apr. 2021

- Manage a team of 4 software engineers who also have to fulfill and balance the instructor's unique role.
- Ensure the team is motivated and, and members can achieve personal growth (technical/soft skills).
- Keep the bi-lingual curriculum competitive in an ever-changing market in Japan and the world.

LEAD EDUCATIONAL SOFTWARE ENGINEER

Nov. 2017 - Mar. 2020

- Creating and delivering coding curriculum in **JavaScript and GoLang**.
- Creating a fully featured LMS (Learning Management System) from scratch that powers the schools daily life:
 - Full **GitHub** repository management catered to the needs of a coding school.
 - Automated GitHub PR reviews for students using self-made **CI**.
 - Technologies used: **JS, TS, TypeORM, GraphQL, Vue, C#, and Docker**.

Anton Paar OptoTec GmbH

Hanover, Germany

SOFTWARE ENGINEER

Sep. 2013 - Nov. 2017

- Creating the software in **C#** powering the optical measurement devices MCP 100/150 and the Abbemat 3X00 line.
- Responsible for maintaining, extending, and providing third-level support for 10 distinct software projects in various languages and frameworks, including **C++11, Visual C++, Python, and WPF with C#**.
- Administration of **JIRA, Confluence, and TeamCity** to set up and change projects and workflows to enable **agile development** for the teams.
- Training new software engineer employees and students, making sure they find a place in the team.

the a-team GmbH

Berlin, Germany

WEB DEVELOPER APPRENTICE

Jan. 2011 - Aug. 2013

- Feature development for travel agency CMS using **PHP**

WEB DEVELOPER INTERN

Aug. 2010

Education & Certifications

Mental Health First Aid Australia

Australia

MENTAL HEALTH FIRST AIDER

2024

- Certified after going through their 2-day course, learning how to identify, understand and respond to signs of mental illnesses and substance use disorders in the workplace as a manager.

Certified Information Technology Professional (FE)

Manila, Philippines

PHILNITS

May 2017

- Certified for passing the "Fundamental Information Technology Engineer's Examination", also known as 基本情報技術者試験.

Computer Science Expert - Subject Area: Software Development

Berlin, Germany

IHK BERLIN, ATTENDED SCHOOL: OSZ IMT

Jan. 2011 - Aug. 2013

- Apprenticeship title acquired after 2 years of work & school

Skills

Programming Technologies	TypeScript, JavaScript, C/C++, C#, Python, GoLang, LaTeX, HTML5, CSS, PHP
Principles	Growth Mindset, Pair Programming, TDD, CI/CD, Agile Development, Code Reviews, Scrum, TDD, Version Control
Workflow Tools	Jira, Confluence, Git, Notion, Asana, GDrive, Office Suites
Languages	German (Native), English (Bilingual), Japanese (Intermediate Conversation)