

Felix Kirmse

HEAD OF ENGINEERING

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Summary

Managed multiple small to medium-sized teams of engineers, with a focus on their growth and the success of the projects they were working on. I am feedback-driven and results-oriented, prioritizing cross-communication between different projects and the Product Managers, while also acting as a shield for Engineers against unreasonable demands.

Experience

Retail AI

Tokyo, Japan

HEAD OF ENGINEERING

Apr. 2022 - PRESENT

- 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.
- Responsible for **hiring** new software engineers and interns as well as creating new teams for new projects.
- Provided **on-call fast response** in cases of system failures, analyzing log files and establishing communication between CS and developers.
- 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.

ENGINEERING MANAGER

Apr. 2021 - Apr. 2022

- 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.
- 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.
- 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:
 - Planning/viewing of the curriculum for staff and students (**GDrive/YouTube integration**).
 - Scheduling of instructor resources with **GCal integration**.
 - Aggregating comments about students made on **Slack**.
 - 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#**.
- Created Apps for Android and iOS using **C# & Xamarin** that monitor the status of measurement devices in the network using **XML-RPC**.
- Administered **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

- Writing **PHP** scripts to mass import/export millions of customer datasets to/from a CMS. Performance tuning of existing scripts to reduce run-time/memory footprint.
- Introduced **Git** version control to the company.
- Created a mobile website using **jQuery, AJAX & Google Maps API**.

- Introduction to Web Development using **PHP, HTML, CSS & JavaScript** working in a **Linux** environment.

Education & Certifications

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.
- Enables acquiring an Engineering Visa to work in Japan.
- The examination contains questions that cover materials normally learned in University.

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	TypeScript, JavaScript, C/C++, C#, Python, LaTeX, HTML5, CSS, PHP
Technologies	Docker, Postgres, GraphQL, Vue, React, .NET, WPF, Mono
Principles	Pair Programming, TDD, CI/CD, Agile Development, Code Reviews, Scrum, TDD, Code Reviews, Version Control
Workflow Tools	Jira, Confluence, Git, DaVinci Resolve 16, iZotope RX 8, Notion, TeamCity, Polarion, Plastic SCM
Languages	German (Native), English (Bilingual), Japanese (Intermediate Conversation)