KONSTANTIN GREDESKOUL

CTO, Engineering Leader, Alpha-Geek, Problem Solver, Mentor, Entrepreneur, Hacker
github.com/kigster • [kig.re](kig.re) • San Francisco, CA

Objective

I am currently available for either part-time consulting engagements, or for full-time employment with the right company.

For consulting, strong preference is given to projects with a high potential impact on client's product development velocity, process efficiency, and engineering culture.

Technical areas include: application availability, high scalability, DevOps, automation, rapid deployment, cloud infrastructure, fault tolerance, distributed systems, caching, PostgreSQL, ruby, and Ruby on Rails.

As an architect and principal engineer throughout my career I built many web-applications requiring high throughput, massive concurrency, "four-nines" uptime, and a resilience to failure.

What I Bring to the Table:

Two decades-long experience in software development, and many successfully launched products, all without drama or attitude, or any sort of dogma.

As a highly effective and technically minded leader, I spear-headed engineering efforts of four VC-funded startups. Leading engineering teams with up to 35 direct reports, my focus has always been on increasing the performance of the team as a whole.

Constantly looking for new directions and trends I love learning and experimenting with the new technologies, and I bring this curiosity-driven approach to the teams I work with, necessarily raising the technical bar of the team.

I am an active open source contributor (**Ruby, C/C++, JS, BASH, Arduino**), and as such **my Github Profile (@kigster)** offers a glimpse into the code quality, attention to detail, and practices such as automated testing that I bring to the table.

What I do:

The following general categories are a good representation of what I do for various companies:

1. **Full-stack ruby/rails/JS** expert-level developer & mentor

2. **Full-stack DevOps/Operations** lead, or an enterprise systems architect

3. **VPE or CTO** to early stage companies that are just starting, or growing their team

4. Hands-On **Engineering Manager** in a larger company.

Recent Consulting & Open Source Projects

Year	Period	Company	Project	Stack
2017	March	**Open Source**	**Sym** — symmetric encryption open source tool (CLI) and Ruby API gem for encrypting application secrets in a seamless way. https://git.io/vyouE	Ruby 2.3.3/2.4.0 RSpec, OpenSSL
	January	**Open Source**	**SimpleFeed** — social activity feed library based on Redis backend and sorted set data type. https://git.io/vyflt	Ruby 2.3.3/2.4.0 RSpec, Redis
2016	April – September	**GoShippo.com**	Deployment automation for dockerized application. Automate buiild settings, secrets management, and environment management. Sped up deploys from 30mins to 17secs.	Ruby 2.3, Docker, Capistrano, RSpec, OpenSSL, AWS
	February — March	**Hired.com**	Speeding up raw performance of hired.com. *Made 2X improvement.*	Ruby 2, Rails 4, PostgreSQL, Heroku
	January	**Innit.com**	Analysis of the internal and external data models, inception and task breakdown of import app	PostgreSQL, XML, JSON
	January — February	**GoShippo.com**	Tooling for developers to get fully setup with latest dev tools for Python, and a Dockerized application	Python, ruby, bash
2015	December	**TryButter.com**	Product inception, estimation, task breakdown, MVP definition and timeline estimation	

Skill Matrix

Industry Expert Level	Advanced Level	Intermediate
Ruby, Ruby on Rails, RSpec, Sinatra, Capistrano, Devise, Chef, etc.	APPLICATIONS	C++
		Objective-C
BASH v4 programming using taps for testing	Redis, Nginx, Haproxy, pgBouncer, twemproxy, PostgreSQL, Solr,	Modern JS libraries
ANSI C, JavaScript (ECMA6)	Memcached, RabbitMQ, Chef, Sidekiq, ElasticSearch, Linux, SmartOS, dTrace,	React
Object oriented design, SOLID design, Java, SQL, services, micro-services, APIs, queues.	statsd	Event-driven design
	3ʳᵈ PARTY SERVICES:	AWS, EC2, BeanStalk
Performance tuning code, PostgreSQL tuning.		Google Cloud
UNIX & finding bottlenecks in under-performing distributed applications.	NewRelic, Boundary, Circonus, PagerDuty, Pingdom, Heroku, Chef, TravisCI, git, github, RubyMine, Atom,	Docker, Heroku
Relational and key-value database schema design, either for increased productivity, or for high performance and scale.	TextMate, gitX	
Process improvements: Agile, CI, CD, pairing, TDD, BDD, Retrospectives, Planners, etc.		

Work Experience

CTO at Simbi.com

October 2016 — March 2017.

I led a small engineering team of a social-networking site aimed at facilitating barter economy at scale. Developed and deployed activity newsfeed library.

CTO at Wanelo.com

February 2012 – November 2015 (3 years 9 months)

I joined Wanelo right after Deena's (CEO, and a Founder) initial seed round of funding. Working at two jobs for a couple of weeks, I jumped into fixing site's continuous outages caused by its own popularity, and the unpreparedness of the first team of developers who worked on the first Wanelo "prototype". After applying sufficient amount of "duck tape" allowed the company a few months of breathing room, I focused on establishing high-performance engineering practices within the newly formed team. Closely following the Pivotal Process, my team agreed to try full-time pair-programming, in addition to more familiar practices of continuous integration, daily deployments, and TDD. In just under two months that followed, with the team of six, we replaced the old Java app – 90K lines of code, no tests – with a compact Rails app – 10K LOC including tests. We then brought live the new application, migrated data from MySQL to PostgreSQL, and swapped Cloud vendors all at the same time. With just one hour of planned maintenance. Full story: http://bit.ly/ONeXPb

From the very beginning our cloud infrastructure is 100% automated with Chef (enterprise), and most of the software is covered by the automated tests. These two practices, introduced from the beginning enabled the company to avoid having to hire a dedicated Operations or QA teams. Cloud and CDN resources are now provisioned and configured by the developers, across a range of technologies and vendors. See the following presentation at RubyConf Australia 2015: http://bit.ly/1M8VE1T

Stack: Ruby, jRuby, Rails, PostgreSQL, Redis, the proxy, Nginx, haproxy, Solr, Memcached, Chef, Capistrano, Joyent Cloud, SmartOS, dTrace, Objective-C, iOS, Android, scaling, infrastructure automation.

Acting Director of Engineering at ModCloth

August 2010 – February 2012 (1 year 7 months)

ModCloth.com is an online clothing, accessories, and decor retailer recently featured as #2 fastest growing American company in the Inc 500 magazine — http://bit.ly/8ZGrur

My role combined both technical leadership as well as management of a 20+ person development team. Additionally, responsible for directing the company from monolithic application towards SOA, helping the team adopt Solr search engine, automate deployment, and many other higher level initiatives such as test driven development with continuous integration, paired programming, short and frequent release cycles, migration to the cloud, and zero downtime releases.

Stack: RoR, MySQL, PostgreSQL, Capistrano, Redis, Memcached, RSpec, SmartOS/Solaris

CTO, Co-Founder at Drop In Media LLC

September 2008 – September 2010 (2 years 1 month)

Industry: SMS/MMS, billing, premium messaging, carrier relations, carrier application development. In-house developed enterprise platform supports high volume SMS/MMS messaging, plug-in architecture for business logic, as well as billing and routing functionality similar to that of an SMS aggregator.

Bootstrapped the company while working elsewhere part time. Later, transitioned into a full-time CTO role. In charge of all internal IT, Operations, Development, QA, technical integrations, evaluations, support for business development and marketing initiatives, as well as hiring and managing an internationally distributed team of developers for a company of about 10 people.

Was able to scale the messaging platform to support hundreds of thousands of paying subscribers. Products were featured on Verizon Mobile Deck.

Stack: Java 1.6, Hibernate, Spring, JUnit, Linux, PostgreSQL 8 and 9

CTO at Infectious.com, Inc

June 2007 – May 2009 (2 years)

Infectious was an art community and an online store, with a crowd-sourced content model built around modern art printed on adhesive vinyl. All aspects of technology, from operations, IT, engineering and hiring.

Infectious.com Inc employed about 10 people.

Stack: RoR, PostgreSQL, RSpec, Capistrano, Linux

Principal Engineer, Web Development at Blurb

March 2006– June 2007 (1 year 4 months)

Lead Blurb's web team (four-five people team) in launching one of the first e-commerce applications on Ruby on Rails in 2006, in under four months, including data migration from the prototype. Blurb.com received a Webby Award in 2007.

Stack: RoR, PostgreSQL, Java 1.6, Hibernate, Spring

Recommendations from **Linked**in

"As a CTO Konstantin puts great focus in developing a healthy engineering culture that extends outside his organization. He is able to build and lead extremely efficient teams by focusing on team success and empowerment. Konstantin, not only has formidable CTO skills, but is also a superb engineer. He is constantly refining his preferred stack to increase productivity and scalability. He is one of the brightest people I have ever met. He is a swift thinker and is able to come up to speed and give invaluable feedback. He uses all those skills to lead his team into success. I have enjoyed working with him so much that I worked with him at two different companies."

Richard Millan, Sr. Software Engineer, Wanelo, reported to Konstantin at Wanelo.com

"I have worked with Konstantin and can say he is bar-none the most technically minded CTO and leader I have worker with. He has an amazing depth in system turning, scaling architectures and ruby programming and database tuning. His biggest contribution though was building a super well oiled engineering team that is the dictionary definition of efficient, lean and driving a fully automated deployment infrastructure and enforcing best practices such as TDD in a pairing environment. Overall Konstantin is a super passionate and creating technologist and leader and would be a great asset to any team that wants to build an amazing tech org. I would fully work with him again in a heart beat. "

Matthew Camuto, Sr. Software Engineer, Wanelo, reported to Konstantin at Wanelo.com

"Over and over, I've seen Konstantin focus not only on technical architecture & excellence, but on growing the people on his team. He continually works to hone his team's best practices, with the goal of making his team & company an incredible place to work. Whether it's

carefully preparing to deliver actionable feedback, or charting next steps on career paths, or matching passions & skills with projects, Konstantin is relentlessly striving to help his team grow, and his company thrive."

Marcy Swenson, Executive Coach, StartupHappiness.com, was an executive coach to Konstantin

"Konstantin's exceptionally sharp, innovative and a great technical mentor. As a manager he fosters employee growth by empowering them to take ownership. Most importantly, he knows how to build fun and efficient teams with a collaborative, can-do culture."

Rob Harrison, Senior Data Scientist, Wanelo, reported to Konstantin at Wanelo.com

"Not only is Konstantin a Ruby Expert – that goes without saying – he is a great team leader. He takes the right risks, is willing to listen to other's point of view, and encourages advancement and progress of the individuals on his team. He really stays on top of where the Rails Community is going as well – and is a go- to guy if you need a suggestion on which tools are the right ones to use. Because of this (in fact, because of all that I mentioned above), we saw tremendous speed and performance improvements in our production environment and a clear path to a better development environment as well. It was an absolute pleasure working with him and I hope our paths cross again in the future."

Adam Medeiros, reported to Konstantin at ModCloth

"Through my experience as a developer, I've seen several developers excel at what they are commonly asked for: deliver code. But Konstantin is a case where I did not only realize the tech guru he is, but I also acknowledged his leadership and great sense of project

accomplishment. He is one of the few people I think, a company is not only lucky to have him, but he is necesssary if they want to have a leader which will improve the tech unit's performance as a group. Personally, I really enjoyed having Konstantin as a leader"

Ignacio De La Madrid, worked indirectly for Konstantin at ModCloth

"Codes faster than lightning. I feel extremely lucky to work with Konstantin at Drop in Media. His skill with software architecture, development and team leadership is invaluable. He has a keen mind and a sharp intellect which he proves time and again while tackling difficult problems. His most valuable asset is his motivation and drive which is an inspiration and ensures the job gets finished."

Tony Rose, worked directly with Konstantin at Drop In Media LLC

"It goes without saying that Konstantin is a talented engineer with deep expertise in a broad range of technologies. He built the foundation of Infectious and did everything technical we needed. He was a swiss army knife CTO who was hands on and great at getting stuff done. But he is more than a great technologist. He has incredibly good product sensibility, an eye for well designed UI and passion for creating quality. He contributed heavily to the strategy with a very pragmatic approach, balancing business needs and technical vision. Konstantin is a solid leader and I look forward to working with him again in the future."

Tim Roberts, managed Konstantin at Infectious.com, Inc

"Konstantin is one of those people with a great ability to get things done. He is able to balance business needs and technical scale in a way that makes him a great team member at a startup. He was instrumental in getting Blurb's initial e-commerce store in Ruby On Rails off the ground, designing key components of the back and front end, as well as putting in place systems and agile processes for deployment to production."

Greg Dotson, managed Konstantin at Blurb, Inc

"Konstantin is an extremely smart, intelligent and decent fellow. Konstantin worked at Redseal during a formative period where the product evolved from prototype status towards being a full enterprise product, and as such he had to design and build large chunks of the system. He attacked this with his usual enthusiasm and vigor.

Konstantin is an excellent and fun person to work with and I wouldn't hesitate to work with him again!"

Fiid Williams, worked directly with Konstantin at RedSeal Systems Inc

"There are those people who you work with that will forever be a positive influence on your professional life. Konstantin is one of those people. Not only is he the must have person you want on your team when tackling the Big Problem, but he makes it seem easy and does it with grace. His skill in technology is only matched by his skill as a musician. A leader for the digital renaissance age."

Matt Levy, worked indirectly for Konstantin at Topica, Inc

"Konstantin is a top-notch technical leader. He is as smart as they come, and is exactly the type of go-to, get-it-done guy you want on your team. He is much more than an engineer – he can help work through tough technical and business problems, and brings tons of creativity to every situation. I'd jump on the opportunity to work with him again!"

John Berkley, worked with Konstantin at Topica, Inc

"Konstantin is a brilliant systems architect. He always found the fastest and most elegant approach to solve our technical challenges. He was a pilar at Topica and fundamental to many of our achievements. I hope I get to work with Konstantin again in the future..."

Ariel Poler, managed Konstantin indirectly at Topica, Inc

"Konstantin was definitely the go-to person at Topica. The success of Topica's application is mainly due to his design and coding efforts. He would take on the most challenging projects and delivery them on time and of exceptionally high quality. I can not speak any higher of Konstantin's technical abilities."

Li Sen, managed Konstantin at Topica, Inc

"Konstantin's basic architecture decisions have served Topica's expanding needs for 5 years. He is brilliant and opinionated, and I have learned a lot by working with him."

J. David Lowe, worked directly with Konstantin at Topica.

Volunteer Experience

Mentor at RailsBridge (Women in Technology)

January 2012 – Present (3 years 10 months)

Participated in several RailsBridge events assisting women learning Rails of various degree of prior engineering experience.

Mentor, Judge at IncubaUC, Santiago, Chile

September 2015 – Present (2 months)

I was a mentor at a five-day long GeekCamp in Santiago, Chile. I helped the organization to filter down from 43 entrants to 15 winning startups that will get grants and opportunity to come to the US.

Geek Camp is a twice yearly, three months long startup acceleration program that give student and professional founders the opportunity to be mentored by leading innovators from around the world to bring ideas from prototype to startup. Geek Camp is sponsored by Incuba UC the technology incubator at Universidad Católica de Chile (Chile's top university) and Austral Capital.

Education

Monash University

BSc (Honors), Pure Mathematics, Statistics, 1992 – 1995

Harkivs'kij Deržavnij Universitet im. I.P. Kotljarevskogo

BSc, Abstract Mathematics and Advanced Calculus, 1991 – 1992

Courses & Continuing Education

dTrace: Core Features & Performance Analysis

Joyent, March 2013

iPhone Development Bootcamp (Intermediate)

iPhone Development Bootcamp, February 2012