MATEUSZ SZYMAJDA

ENGINEERING MANAGER

CONTACT

☎ +48 501 100 615

✉ mateusz.szymajda@gmail.com

🌐 www.mszymajda.com

📍 Warsaw, Poland

SKILLS

- Leadership & Management
- Test Automation (E2E, API, Unit)
- Quality Engineering / Shift-Left
- Security & Performance Testing
- CI/CD, Pipelines, DevOps
- Full-stack Web Development
- Product Development
- Project Management & Delivery

TOOLS

- Playwright / Cypress / Selenium
- React Native / Detox / Appium
- JavaScript / TypeScript
- Python / Bash / Docker
- React / Next.js
- Postman / Swagger
- Node.js / NestJS
- Jest / Mocha
- GIT / Gitlab / Github
- Sentry / Grafana / Datadog
- Google Analytics
- AWS / CloudFront / S3
- DynamoDB / NoSQL
- Postgres / Supabase
- K6 / JMeter
- OWASP / SAST / DAST / FOSS
- BrowserStack

ABOUT ME

Hi! I'm a business-oriented QA Lead & Engineering Manager with broad software engineering experience. I help to establish and shape development and quality processes into highly scalable strategies. I strongly focus on building and leading effective and cross-functional technology teams in a DevOps and TestOps mindset.

EXPERIENCE

HEAD OF QUALITY ENGINEERING
Primary Portal, FinTech Startup, UK
07.2024 - Present

- Established QE function from scratch, including **hands-on frameworks development** (Playwright, TypeScript, Docker)
- Built custom **automated security testing tools** (SAST/DAST) with reporting to prepare for **SOC-2 certification** (Semgrep, Bash, React)
- Coded custom, highly **scalable web application** with metrics dashboard to track **engineering KPIs** (Python, Next.js)
- Designed and built several development tools and scripts (e.g. FOSS scanner, Data Seeders, Feature Flags composers)
- Implemented **FIX Protocol E2E testing tools** (frameworks, CI/CD pipelines, reporting)
- Built and implemented **AI tools** for developers, POs and QEs (MCP, n8n, LLMs)

QUALITY ENGINEERING MANAGER
CardoHealth, HealthTech Startup, Spain
04.2023 - 07.2024

- Implemented software development and quality processes in alignment with business goals - **achieved an organized and predictable SDLC**
- Established **test automation frameworks**, which resulted in **higher velocity, reduced cost, and lower failure rate**
- Successfully finished Brazilian market expansion, **data migration of 2+ million patients** and **native apps** launch
- Built a **high-performing team** and healthy remote culture

QUALITY ENGINEERING MANAGER
WhiteAway, eCommerce, Denmark
08.2022 - 01.2024

- Established Development and Quality Engineering strategy for eCommerce platforms, resulting in a **consistent software quality approach for 4 Products and 1 Platform squad**
- Built test automation frameworks and optimized QA pipelines in **Microservices and Cloud architecture**
- Led and Trained Squads resulting in **improved skills in testing, development, and delivery work organization**
- Re-organized A/B testing approach and contracted new providers
- Introduced **automated DORA metrics that fostered data-driven decisions**

QUALITY ENGINEERING LEADER (YC S21)
Union54, Fintech Startup, Zambia
03.2022 - 08.2022

- Led **3 Quality Engineers** in a specialized and challenging banking area
- Optimized CI/CD and **improved deployment frequency** by parallel test runs for API & E2E suites
- Built innovative **FinTech startup in the African market**

QUALITY ENGINEERING LEADER
Tidio, Customer Service Startup, Warsaw
03.2021 - 03.2022

- Led a **team of 9 Quality and Product Security Engineers**
- Proposed, planned, and managed **several Continous Testing & Delivery initiatives** that enabled scaling the company up
- Drove a cultural and organizational change in Tech Team (ca. 60 Engineers) from traditional **QA** to **shift-left practice**

QUALITY ENGINEER
Fresha, SaaS Startup, Warsaw
10.2019 - 03.2021

- Defined and implemented **CI/CD process Improvements**
- Drove internal and external knowledge-sharing
- Owned several technical and product initiatives
- Handled Quality Engineering of **SaaS products**

SENIOR TEAM LEADER
Netguru, Software House, Warsaw
07.2019 - 10.2019

- Planned and executed strategic goals for the QA department with the Technology Head and Senior Managers
- Led RnD groups responsible for QA technologies and frameworks

TEAM LEADER
03.2019 - 07.2019

- **Led a team of 7 Engineers**, mentored, drove career growth, and supervised projects
- Planned the strategy for CI/CD process implementation
- Handled **Business Development within QA areas**, defined products and services, participated in expert calls with clients, improving presales processes that resulted in selling up-selling services.
- Defined new roles and ran engineers recruitment

QA ENGINEER
05.2018 - 03.2019

- Consulted major clients
- Took the initiative and built a successful QA team at the client's site
- Automated API tests

QA ANALYST
UEFA, Switzerland
05.2018 - 03.2019

- Drove Digital transformation that included strategic Development and Quality plans
- Hired Engineers
- Planned tests automation

QA ENGINEER
GogoApps/EcoVadis, Warsaw
12.2017 - 05.2018

- Did QA for a major client
- Automated API testing

SOFTWARE TESTER
Orange, Telecom, Warsaw
2017

- Tested web and mobile applications

WEB DEVELOPER
Freelance, Warsaw
2017

PROJECT MANAGER
JTI, Warsaw
2016-2017

- Led digital platform development (CMS, eCommerce)
- Coordinated R&D and EUTPD projects

PROJECT MANAGER
Imperial Brands, Warsaw
2014-2016

- New products development and portfolio changes management