Shay**Weiss**

Lead Software and DevOps Engineer

Contact Details

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Languages

Hebrew: Native
English: Fluent
Swedish: OK

Software & Technologies

Linux server ops,
maintenance &
troubleshooting ♥

Python (2.7, 3.3) ♥
JavaScript
Java (and Groovy)
C++ (boost, C++11)

Git: Plumbing &
Porcelain ♥
GHE, Gerrit, Stash

TeamCity
Hudson/Jenkins

Puppet ♥
Nginx
ElasticSearch ♥
Logstash
Kibana

Maven Lifecycle

Tinkering knowledge:
Ruby (on Rails)
Redis
PostgreSQL
ZeroMQ,
Protobuffs
HTML
CSS & SASS

Experience

01/2016–Now **Spotify Inc**   NYC, US

Senior Software Engineer

Backend Engineer, SRE, DevOps specialist (Cross-Platform client(s) build squad)

- Improving client build times and infrastructure
    - Creating infrastructure to gather and visualise all build data from CI and developer's local builds.
    - Using said data to analyse and eliviate bottlenecks, find regressions and facilitate for data-driven decisions
    - Improving build times using pararilzatizong techniques and cacheing
    - Cross platform effort on tier-1 clients (Android, iOS, Desktop (JavaScript))
- Taking on the issue of flakiness in builds and tests
    - Creating infrastructure to measure and track flakiness metric and visualise it per test case (unit, integration, end2end) per client
    - Same as above but for general infrastructure flakiness and Pull Request flakiness
    - Building custom test runners (per client) to be able to run a given test X time in a row to measure specific test flakiness
    - Designing and implementing a 'Purgatory' system - the process of flagging flaky tests, disable them in order increase confidence of build, create ticket for test owner and track it until test flakiness is fixed
- Part of a cross-organisational team of SREs for incident management:
    - All-purpose on-call for incidents with user-facing or financial ramifications
    - Promoting best practices in all matters dev, ops and scalability
    - Capacity planning and failover exercises to make sure Spotify can serve users 24/7/365

| 07/2014–01/2016 | **Spotify AB** | Stockholm, Sweden |

Senior Software Engineer

Backend Engineer, SRE, DevOps specialist (CI/CD squad)

- Enhancing and maintaining the CI/CD infrastructure
    - Migrating organisation from Gerrit to Github Enterprise
    - Operating and optimising one of the largest TeamCity servers in production
    - All the binary repositories (Debrepo, PyPi for Python, NPM for Node, Artifactory for Maven and misc)
- Making sure all services owned meet best practices:
    - All services are under configuration management (Puppet) and new servers can be re-provisioned with a push of a button
    - All crucial data for services is backed-up and can be recovered in case of a catastrophe.
    - All services are monitored with core and business metrics (from CPU to service availability) using ELK setup
    - Regularly scheduled "swap-weeks" to verify we can provision and recover lost production servers

| 2013–07/2014 | **HP Software - R&D** | Yahud, Israel |

Senior DevOps Engineer

- Architecting CI/CD flows and release cycle for a complex Enterprise-level product developed by over 200 developers worldwide (Israel, US and China).
- Extensive enhancement of Jenkins CI via plugins and automation tools
- Supporting infrastructure of entire dev process: Stash Git repo management, Nexus binary repository, Puppet and Vagrant deployment
- Leading cultural change and best practices (Git workflows, DRY, Scrum, etc')

| 2012 | **AlgoWiz - Algo-trading startup** | Tel-Aviv, Israel |

Senior Software Engineer

- Created infrastructure for Continuous Integration and testing.
- Embedding best practices (small commits, TDD, tests as live code documentation)

| 2011 | **VisionMap - Aerial survey & digital mapping** | Ramat-Gan, Israel |

Software Engineer

Real-time, performance-critical software

- Created an in-house system for Integration/Deployment tests.
- Solving infrastructure problems (3rd party libraries, platform issues and more)

Education

| 2006–2009 | **B.Sc Computer Science / Math** | Ben Gurion University, Israel |

Bi-disciplinary program at Ben Gurion University.
Graduated with honors

Army Service

2003-2006   **Israel Defence Army**   Mandatory Service
                   Started as an infantryman, promoted to a squad leader and finished service as a division sergeant.

Added Value

Software development, craftsmanship and engineering has always been a passion of mine.
It is a privilege to be able to make a living off of a hobby I enjoy pursuing.
I have been tinkering with software since childhood and have been writing and designing software which is effective, readable & maintainable since. I have evolved and matured with my experience as a software engineer and I strive that my work will be guided by:

- "Done is better than Perfect"

- "Make data driven decisions" (It's immensely satisfying to see the results of your work make a visual and measurable impact on a key metric graph)

- "A line of code is written once but is read many times"

- "Be Pragmatic"

I am a good people manager and product owner.
I love being part of the big picture and make sure everyone are happy and on the same page.
I cultivate strong communication skills based on honesty, transparency and openness.
A strong negotiator and conflict diffuser. Well rounded in soft skills.