

ANDRZEJ ŚLIWA

CHIEF TECHNOLOGY OFFICER / VP ENGINEERING / SOFTWARE ARCHITECT

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EDUCATION

Computer Science - Master's Degree, Software Engineering
Poznan University of Technology
2007 - 2009

Computer Science - Engineer's Degree, Databases
Information Technology
Vocational College
2003 - 2007

SKILLS

TECHNICAL

- Strong background in software engineering and architecture
- JavaScript/TypeScript/Node/React/Vue/ClojureScript/Fable for web
- Ruby on Rails/Go/Java/Python/Erlang/Elixir/Clojure/F# for backend
- Infrastructure knowledge with a focus on scalability, distributed systems and service resilience
- Amazon Web Services (AWS)
- Google Cloud Platform
- Software as a Service

INDUSTRY KNOWLEDGE

- Cross Functional Team Building
- Mobile Applications
- Web Development
- Entrepreneurship
- Distributed Systems
- Cloud Computing
- Technical Strategy

EMPLOYMENT

ZENCARGO | VP ENGINEERING

London, UK & Poland / Remotely, May 2018 - Present

Zencargo is a modern freight forwarder and platform (SaaS). We help Europe's fastest-growing and largest businesses make their Supply Chain their competitive advantage.

- I joined the company at an early stage, when there were a team around of 8-10 people, and supported Zencargo's growth up to its current status (currently ~160 people, in past ~270).
- Personally interviewed and hired every single engineer until series B (and keep doing some of technical interviews until now).
- I'm leading the Engineering function and managing directly all Engineering Managers (and all cross-functional teams through them)
- I built (and managed) 8 cross-functional teams apart of platform & data teams from scratch. I started with 2 engineers and in maximum peek I have managed ~60 people.
- I have trained & level-up 7 Staff engineers to step up for Engineering Manager roles.
- I lead the architecture, establish decision-making, development and QA processes.
- I designed and implemented CI/CD pipelines, together with changes in deliver process achieving the rate around of 30 production deployments daily.
- Successfully migrated whole automated cloud infrastructure from AWS to GCP, which lowered the operational costs by 30%
- Trained every new engineer about proper best practices and TDD (on backend & frontend), I led the adoption of React Testing Library as an alternative for Enzyme, in its very early stage, advocating to User perspective automated testing. About the success of this initiative can tell 100% automate test coverage both on frontend and backend.
- I have moved our code base from JavaScript to TypeScript, improving integration times with our GraphQL over 30% (thanks to automated contract generation and synchronization)
- I'm leading technical strategy, fully aligned with product and customer needs.
- I'm working directly with the customer to set up expectations and support integrations.
- Over the last 7 years, I developed and implemented Performance Improvement Plans and was responsible for making difficult decisions, but I always set people up for success.
- I have ensured that engineers took initiatives & ownership and transitioned to a product-oriented mindset.
- Adopted Software Engineering processes augmentation trough the usage of AI tools (Cursor, Cloude AI), reducing refactoring times up to 40% (typed languages).
- My biggest achievements are an engineering culture shift (inspired by Tamir Straus, to the Leader-Leader ("Turn The Ship Around") model of engineering culture, focused on transferring/taking ownership and initiatives back to engineers. Shortening decision-making chains (making sure that decisions are taken close to the problems), contributing to and achieving profitability of the business through high efficiency and Focus on quality

SKILLS	EMPLOYMENT
INDUSTRY KNOWLEDGE <ul style="list-style-type: none"> - Agile Methodologies - Test Driven Development - Domain Driven Design - Resource Management - Event Storming 	ACATUS CTO <i>Berlin, Germany, Feb 2017 - May 2018</i> <p>Acatus is a premier digital pan-European Debt Capital Markets platform (SaaS). Focused on conversions of loans, trade receivables and other financial assets into fungible securities eligible for safe custody and clearing, assisting with structuring the transaction as well as obtaining credit ratings, STS and ESG certification when required. For banks and other originators, Pactum Securities offers a fast and cost-efficient refinancing service via access to the capital markets. For institutional investors such as family offices or pension funds, Pactum Securities offers attractive investment opportunities packaged as industry standard debt products.</p> <ul style="list-style-type: none"> • I bootstrapped technically and helped start Acatus (currently Pactum Securities GmbH) as technical co-founder. • Set up and lead the entire product research process, facilitating alignment among investors, founders, and technical advisors. • I created the first proof of concept and the first version of the platform. • Hired from scratch a product and engineering team (12 people), ensuring that the team can go through the licensing and legislation challenges required to be solved during the bootstrapping process. • I was level up and trained all of engineers with a focus on Domain Driven Design, Event Storming, TDD and on architecture, reducing communication gaps with business and speed up implementation time by around 50%. • I lead the development and delivery process, managing engineers • I implemented the whole cloud-infrastructure based on AWS and Terraform, enabling maintenance as code, which enables rapid extensibility and scalability
INTERPERSONAL SKILLS <ul style="list-style-type: none"> - Mentoring & Training - Organizational Leadership - Caring, Active Listening - Leadership, Motivating - Responsibility & Accountability - Planning and Organizing 	
PRODUCT MANAGEMENT <ul style="list-style-type: none"> - Development methodologies (agile, scrum, waterfall etc) - Firm believer in unstructured work, iterating fast & validating direction as you go 	
PEOPLE MANAGEMENT <ul style="list-style-type: none"> - Team Scaling - Mentoring and Up skilling - Career development planning - Encouraging company culture 	
SPEAKING & PRESS	
Java4people - Speaker Git Source Control System 2009 Szczecin, 2009	
Java4people - Speaker Cucumber & BDD Szczecin, 2010	
Exclusive Guest of React Course - Frontend Panel Remotely, 2019	
Applying CQRS & Event Sourcing on Rails applications, Wroclowe.rb - Speaker Wrocław, 2018	
F# Full Stack Development - Speaker, Gorzów IT Meetup, Gorzów Wlkp., 2018	MEDITEO CTO <i>Berlin, Germany, Dec 2016 - Jan 2017</i> <p>Mediteo empowering patients and physicians every day with software that improves health and prolongs life. Our medication platform, help people take their medications reliably and on time. Always and everywhere. mediteo is co-developed by physicians to support patients in managing their medications. The app helps patients to take control of their state of health in a simple and intuitive way, to integrate their personalized treatment plan into their everyday lives and to adhere to it safely. After all, every correct medication intake can promote health - and that is precisely what we aim to contribute to.</p> <p>During my time at Mediteo, I was responsible for:</p> <ul style="list-style-type: none"> • I implemented the whole cloud-infrastructure based on AWS and Terraform, enabling maintenance as code, which enables rapid extensibility and scalability (reducing head-count by 2 for DevOps needs) • Fully re-structuring of product and Engineering team, I have replaced initial freelancers with build a build-from-scratch team of engineers and product-oriented professionals working in one product organization. I hired and interviewed the whole engineering team. I have achieved drop of 40% cost, by switching in-house engineering team • I designed and built architecture for both mobile platforms (iOS, Android) and backend services.

SPEAKING & PRESS	EMPLOYMENT
<p>Cucumber & RSpec From Outside in, Software - Author Software Developer Journal, 2011</p> <p>Designing for Scalability with Erlang/OTP O'Reilly, Technical Reviewer, 2016</p>	<p>with Big-Pharma as a provider of the data.</p> <p>During my journey as CTO, I supported the Investor with the change of board & management and team restructuring (laying off CEO, Head of Product and Head of Marketing). During this difficult period of more than 1 year, I led the whole company, making sure that the company delivered on its expectations, with minimal retention even after changes were applied. I was able to sustain the safe environment for engineering and rest of organization.</p> <p>BONUSBOX LEAD DEVELOPER <i>Berlin, Germany, Feb 2012 - Oct 2015</i></p>
LICENSES & CERT.	
<p>Scrum Alliance Certified Scrum Master 2009</p> <p>Polish Army Security Clearance for Classified Information</p>	<p>Bonusbox is the leading loyalty platform (SaaS) used by over 3,000 partner merchants. Our technology helps merchants to grow their business and convert visitors into loyal customers.</p> <p>The backbone of our technology displays our comprehensive data analysis algorithms, allowing merchants to individually target and incentivise customers, thereby generating mutual benefits for both merchants and customers.</p> <p>During my time at BonusBox, I was responsible for:</p> <ul style="list-style-type: none"> • I have developed and migrated the platform from a Ruby on Rails monolith to event-driven microservices (using Rabbitmq). We achieved fully migration in less than 4 months. • I have redesigned the infrastructure and moved it to AWS, implementing infrastructure-as-code using Ansible. This contributes to 5-10% of operational costs and increase agility of teams if comes to delivering of new micro-services • Fully automated cloud maintenance, scaling and setup. • I lead a team of 10 engineers, with a Focus on quality and best practices. • I have facilitated and run over hundreds of pair-programming sessions, establishing best practices around the implementation of SOLID principles, event-driven architecture, and test-driven development. Facilitated know-how transfers across the team. • I implemented major features of platforms, delivering full-stack (backend & frontend), in technologies like Ruby on Rails, Ember, React.js and Erlang • I advocate for Event-Driven architectures, mentor colleagues • I have set up and implemented the product for our partnership with one of the Big-Publishers, ended with successful rollout in bigger co-operation. <p>CONSILEON POLSKA TECHNICAL PROJECT LEADER <i>Essen, Munich, Berlin, Germany & Gorzów Wlkp., Poland , Dec 2007 - Jan 2012</i> Consileon Polska is a team of Technology Experts in Finance, Banking, Modern Payments, Automotive, and Retail. We provide IT solutions for the finance and banking sector, specialising in modern payment systems, as well as the automotive and retail industries.</p> <p>During my time at Consileon, I was responsible for:</p> <ul style="list-style-type: none"> • Formed a team of 8 engineers from scratch and trained them to implement an E-Commerce SaaS platform for a privately owned startup. The project was delivered on time and budget, and ended with great success, as mentioned in the German press.

EMPLOYMENT

- Successfully, I have facilitated the transfer of code and know-how ownership back to the inventor representative.
- Adopted new technology stack to the Organization, successfully trained and mentored people on adoption.
- Facilitated multiple pair-programming sessions, ensuring that know-how is transferred across the organization.
- I architected and implemented core features, delivered high-quality and cost-effective services to our customers
- I led the team of Engineers responsible for building a recruitment platform for Philanthropic organizations and volunteers, ending with the successful launch and the big success of the initiative.
- As an Engineering Researcher and Architect, I made a proof of concept of the Virtual Ports Platform, dedicated to the Monitoring of Automation in manufacturing facilities. The project proved an ideal match of technology, Erlang/OTP, for hardware monitoring in big-tech facilities.
- -As a Coach and Trainer, I have facilitated and run multiple training sessions about Scrum and Agile methodologies
- As a Senior Software Consultant, I was responsible for implementing key functionalities for a system of sales points terminals at one of Germany's largest commerce centre's. I was working on the payments and loyalty programs features.
- I have successfully represented my organization on multiple Software Engineering focused Conferences.

T3 | SOFTWARE ARCHITECT

Gorzów Wlkp., Poland , Feb 2007 - Nov 2007

ACCENTURE | SENIOR DEVELOPER

Warsaw., Poland , Oct 2006 - Feb 2007

PROLIFE SOFTWARE | SOFTWARE DEVELOPER

Gorzów Wlkp., Poland , Mar 2005 - Oct 2006

SYSTEMHAUS SCHEUSHNER | SOFTWARE DEVELOPER - INTERNSHIP

Frankfurt Oder., Germany , Dec 2004 - Mar 2005

POLISH ARMY | ACTING COMPUTER SCIENCE OFFICER - PROFESIONAL SOLDIER

Czerwieńsk, Poland , Oct 2002 - Aug 2004

POLISH ARMY | MANDATORY SERVICE - SOLDIER

Sulechów, Poland , Oct 2001 - Oct 2002

SOFTMAR | SOFTWARE DEVELOPER

Gorzów Wlkp., Poland , Nov 1999 - Jul 2000

YUMA WROCŁAW | SYSTEMS IMPLEMENTER, TRAINER

West Pomeranian District, Poland , Jun 1999 - Oct 1999