

## Bertold Kolics

📍 42 Franklin St, Somerville MA 02145, USA

✉ bertold@kolics.net

☎ +1.512.226.3605



### Professional Experience

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#### **mabl**, *Software Quality Manager*

05/2019 – present  
Boston, MA, USA

- Quality catalyst role to enable development teams embracing the whole-team based testing approach to level up software testing activities
- Hands-on software testing of mabl's SaaS product delivered on Google Cloud Services

#### **CS DISCO**, *Director of Software Quality*

08/2018 – 04/2019  
Austin, TX, USA

- Contributed continuous improvements to company's risk-based quality assurance processes such as risk assessment, risk monitoring and risk grading on the entire product portfolio
- Monitored and analyzed escaped product defects for root cause and bug cluster analysis
- Implemented test data strategy to mitigate risk of escaped product defects due to insufficient breadth of testing
- Improved hiring practices for quality assurance engineers by formalizing interview scripts
- Drove cross-cutting projects within engineering – such as test automation framework enhancements, selection of next-generation test automation tools – with collaboration from each and every product team
- Set up knowledge sharing lunch n' learn sessions to effectively share and disseminate information. Coordinated and improved cross-team communication of testing activities.

**ESO Solutions, Director of Quality**

04/2017 – 08/2018

Austin, TX, USA

- Managed a quality assurance team of 10 engineers in a matrix engineering organization following Agile practices (Scrum & Kanban) with employees in Austin, TX and Des Moines, IA. Hired QA engineers using recruiters and internal referrals. Mentored junior QA engineers on testing practices and test automation best practices. Introduced an engineering internship program. Successfully transitioned some QA engineers to more suitable roles in support and development. Provided continuous feedback to engineers during weekly one-on-one meetings.
- Implemented additional quality processes such as code reviews between QA and development engineers, created test plan templates (master, user story), and introduced session-based testing prior to product releases with participation from non-engineering staff (customer support, training, professional services)
- Introduced test case management to capture both manual as well as automated test cases and to track their execution
- Evaluated and introduced a cloud-based test automation service (SauceLabs)
- Presented testing practices at the Test Leadership Congress in New York City (June 2018)

**Ping Identity / UnboundID, Product Quality Manager**

08/2012 – 04/2017

Austin, TX, USA

- Managed a team of six QA engineers (based in Austin, TX and other US locations). Hired QA engineers through recruiters, internship programs and recruitment at local meetups. Managed out underperforming engineers in a humane and respectful manner. Facilitated career advancement of QA engineers in both testing and non-testing roles. Provided continuous feedback to engineers during weekly one-on-one meetings and 360-degree feedback during annual reviews.
- Implemented additional quality processes such as coverage of patch releases, enabling code quality tracking with SonarQube, requiring code reviews by QA engineers for all product changes. Ensured a high level of automation at multiple testing levels (unit, functional, system as well as performance) against a complex product suite.
- Introduced new tools and services to improve engineering productivity such as: improving integration between source control, code review and issue tracking systems, switching to Slack as the primary team communication with integration of key engineering services and pushing the company to move from on-premise to hosted services (e.g. moving from on-premise data center to Amazon AWS, leveraging hosted source control for new projects).
- Managed engineering lab infrastructure, systems, and tools

**UnboundID, Software Engineer**

08/2008 – 08/2012

Austin, TX, USA

- First person to receive job offer from UnboundID with 4 co-founders. Worked as a backend developer of a Java-based high-scale identity management product suite deployed across data centers in environments with millions of users and memory usage often exceeding 100 GB.
- Developed and enhanced the replication feature to keep data in sync between product instances with extreme high-scale, high-throughput and low-latency requirements. Introduced WAN-friendly feature to significantly reduce cross-site traffic.
- Performed work duties for the first year as a remote employee

<b>Sun Microsystems, Staff Engineer (Software)</b> <ul style="list-style-type: none"> <li>Developed an extranet-focused, high-scale identity management J2EE application (Identity Manager Service Provider Edition). Designed and developed LDAP connector including a novel state-based change detection technique.</li> <li>Prototyped and later integrated (a now patented) on-demand password synchronization between Active Directory and iPlanet Directory Server.</li> </ul>	07/2001 – 08/2008 Austin, TX, USA
<b>Sun Microsystems France SA, Quality Assurance Engineer</b> <ul style="list-style-type: none"> <li>Designed and developed automated tests for security and replication features of the iPlanet Directory Server. Developed stress and scale tests to exercise product limits.</li> <li>QA recipient of the "Good Enough Never Is" award.</li> </ul>	05/2000 – 06/2001 Grenoble, France
<b>Computer Research and Automation Institute of the Hungarian Academy of Sciences, Research Assistant</b> <ul style="list-style-type: none"> <li>Developed model for web proxy caches using colored Petri net and presented paper at a workshop in Aarhus, Denmark</li> <li>Managed web proxy cache service consisting of 50+ systems in the higher educational network</li> <li>Provided pre-sales support for middleware applications from Process Software, Inc. and Innosoft International, Inc</li> <li>Beta tested e-mail messaging and directory products. Numerous bug reports led to job offer from Innosoft (acquired by Sun Microsystems)</li> </ul>	09/1997 – 05/2000 Budapest, Hungary

## Education

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<b>University of Veszprem, Master of Science in Information Technology</b>	09/1992 – 05/1997 Veszprem, Hungary
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## Courses

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<b>Bluecase Vision 2 Innovate Leadership Training, Bluecase</b> The V2I Process is a synthesis of some of the world's most effective high performance and leadership tools and practices. The four courses are delivered over four calendar quarters, and include practical processes for day-to-day application throughout the year. Select one-on-one coaching participants learn how to lead the cultural development effort, bringing the tools more deeply into the organization to ensure the skill sets are understood and practiced.	09/2017 – 05/2018 Austin, TX, USA
<b>Austin Agile U Foundation Level Class, Agile Austin</b> The Agile Austin U Foundations Course is a 9-week course on Wednesday evenings. The intent is to introduce the core concepts of Agile, with an emphasis on Scrum.	09/2016 – 12/2016 Austin, TX, USA

## Certificates

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iSTQB Foundation Level Certified Tester

iSTQB Foundation Level Agile Tester

iSTQB Advanced Level Test Manager

## Organisations

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<b>ACM</b> , <i>Professional Member</i>	06/2019 – present
<b>Travis County</b> , <i>Deputy Voter Registrar</i> Helping residents register to vote	01/2018 – present Austin, TX, USA
<b>OWASP</b> , <i>Member</i>	05/2017 – present
<b>City of Austin</b> , <i>Zero Waste Block Leader</i> Helping local community to implement zero waste practices by distributing information about the City's programs as well as sharing relevant events, tips and ideas over e-mail, social media and at community gatherings.	09/2016 – present Austin, TX, USA