Bart Zawadka

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Seasoned **technology** and people **leader** with over **15 years of experience** driving innovation in software engineering across **global financial institutions** and startups. Proven track record of delivering high-impact solutions throughout Europe and Asia, with deep expertise in **technical leadership, data engineering**, and full-stack development. Skilled in leading globally distributed teams and bootstrapping high-performing engineering units from the ground up.

Led the development of complex financial platforms, including *global investment advisory platform* and multi-issuer *distribution platforms for structured products*. **Committed to technical excellence**, **collaborative leadership**, and fostering a "wolf-pack" mindset. Strong advocate of Agile and DevOps practices, leveraging modern, data-centric open-source technologies such as **Python, Prefect, ClickHouse, Flink**, and MongoDB.

Passionate about empowering engineers, building trust-based teams, and delivering innovative solutions with a positive, resilient approach.

EXPERTISE

Software Engineering, Team Leadership and Building, System Design, Software Architecture, Coding, Testing, Debugging, Problem-Solving, Security, Continuous Integration, Continuous Delivery, Python, Data Engineering, JVM (Kotlin, Java), Web, TDD, XP, Cloud

CAREER SUMMARY

2021 - today	**ENGINEERING LEAD**	UBS / Credit Suisse	Zürich, CH
2018 - 2021	**TECH LEAD**	Credit Suisse	Hong Kong
2017 - 2018	**TECH LEAD**	UBS	Hong Kong
2012 - 2017	**SOFTWARE ENGINEER**	UBS	Zürich, CH
2006- 2012	**SOFTWARE ENGINEER**	Swissquote	Geneva, CH
		First Utility	Leamington Spa, UK
		Deloitte	Warsaw, PL
		Citicom	Warsaw, PL

PERSONAL

Academic degree: M.Sc.
Nationality: EU/Poland
Swiss Work Permit: B
Full name: Bartlomiej Jakub Zawadka

Recommendations: on LinkedIn and direct

CAREER HIGHLIGHTS

- **Technical leader** delivering superior client experiences for the **Wealth Management**
- **Launched** *Spark Labs*, a global investment advisory platform in Switzerland, enabling 2,000+ client-facing professionals; currently leading its international rollout for UBS
- **Led end-to-end development** of *Spirit Asia* for structured products, distribution platform adopted by 28 external banks across Hong Kong, Singapore, and Japan, generating multi-million-dollar revenues
- **Designed and scaled** the *Structured Product Investor* platform, enabling low-touch trading across multiple issuers and asset classes; expanded deployment from Europe to Hong Kong and Singapore
- **Spearheaded Agile transformation**, trained directly by **Jeff Sutherland**, co-creator of Scrum, to embed agile principles across globally distributed engineering teams.

LANGUAGES

English: Business fluent
German: Conversational
Polish: Native

EDUCATIONAL MILESTONES

2025	GITHUB COPILOT	Microsoft
2024	AZURE FUNDAMENTALS (AZ-900)	Microsoft
2015	SCRUM MASTER	Scrum Alliance
2013	ALGORITHMS: DESIGN AND ANALYSIS	Stanford University / Coursera
2011	CERTIFIED WEB DEVELOPER (SCWCD)	Oracle
2010	CERTIFIED JAVA PROGRAMMER (SCJP)	Sun Microsystems
2010	INFORMATION SYSTEMS	Warsaw University of Economics
2008	M.SC. IN COMPUTER SCIENCE	Gdansk University of Technology

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DETAILS OF PROFESSIONAL EXPERIENCE

since 2021
UBS / Credit Suisse
Zürich, CH

SOFTWARE ENGINEERING LEAD

UBS is a global wealth manager for high and ultra-high net-worth individuals.

My responsibility is to lead globally-distributed software development teams.

Major achievements:

- Successfully launched Spark Labs, a global investment advisory platform, in Switzerland, empowering 2,000 client-facing wealth management professionals.
- Managed distributed team of data engineers: setting and communicating team priorities in data ingestion, data pipelines, streaming, search, and analytics (tech stack of python, prefect, clickhouse, mongodb, clojure)
- Managed 11 software developers split into data engineering and frontend/web-app sub-teams in a migration project from Credit Suisse internal cloud (RedHat OpenShift) to UBS public cloud (Microsoft Azure)
- Bootstrapped and led software development team processing real-time data stream of FX trading events (tech stack of Scala and Flink), providing high delivery guarantees

2018 - 2021
Credit Suisse
Hong Kong

TECH LEAD

Credit Suisse is a global wealth manager for high and ultra-high net-worth individuals.

My responsibility is to lead Hong-Kong based software development team.

Major achievements:

- Led the full lifecycle development of Spirit Asia, structured products distribution platform for 28 external banks in HK, SGP, and Japan, which achieved multi-million revenue.
- Partnered with stakeholders in sales/platform departments to deliver technology solutions that drove business growth, such as new products and improvements in product execution
- My responsibilities included being a development lead, IT application owner and software engineer. I have also coached senior engineers in estimations and planning (tech stack of kotlin, java, FIX protocol, and web technologies)

2017 - 2018
UBS
Hong Kong

TECH LEAD

My responsibility was to lead expansion of software platform in new APAC locations.

Major achievements:

- Led the expansion of the application rollout into Hong Kong and Singapore, following its successful European launch. Enabled 1000 new client advisors
- Bootstrapped and led local software development team to deliver new products (accumulator, decumulator) with a few different issuers, expanding business offering

2012 - 2017
UBS
Zürich, CH

SOFTWARE ENGINEER AND TECH LEAD

My responsibility was to create new trading platform for structured products.

Major achievements:

- Designed and implemented Structured Product Investor, a platform offering low-touch trading across multiple issuers and asset classes for structured products.
- Organized work of multiple software development teams in the locations: Switzerland, Poland, Hungary, China (Shenzhen), Hong Kong
- spearheaded agile transformation (trained in-person by Jeff Sutherland, creator of Scrum)
- led system design and technical leadership
- led team responsible for execution of the orders, interactions with global order manager
- tech stack on Java, with messaging, FIX protocol and AngularJS

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PRINCIPLES FOR RUNNING SOFTWARE DEVELOPMENT TEAMS

GOAL

To have high performing software development teams, which are producing good software, and can iterate in short cycles. Created software runs stable, and helps to grow the business.

HIRING

Hire for skills but also for the attitude (respectfulness, being a team player). Skills should be validated in real-word practical exercise, with another person (pair programming) solving a problem together in reasonable time. Look for passion for technology, for providing solutions.

PROCESSES

Teams should be in position to deliver an increment of software product within a week (in case of an emergency - within a day). Product owners should own the vision for a product. Interactions shall be designed by User Experience professionals upon user discovery (using interactive mock-ups, or the latest product increment). Software developers are accountable for testing, and are responsible for supporting their product. Engineers are trusted to make the right technical decisions. They are also hold accountable for the outcome. Practices like Test Driven Development and Extreme Programming (e.g. Pair Programming) are encouraged.

PERSONAL PROJECTS

YOUTUBE CHANNEL SUBSCRIBER

Mobile application (released on Android, blocked on AppStore) for video content creators.

Achievements:
- integrated with YouTube player/API and developed an interface that allowed for quick access to categorized videos of given YouTube creator
- hundreds of users during a few years on the market

COMMUNITY WEBSITES

Community websites deployed on GitHub pages.

Achievements:
- portal for community of fathers in Zurich area
- portal for presonal-growth workshop in Zurich area

HOBBIES

- practice usage of AI tools: coding copilots, MCP, open-source frameworks for workflows
- motorcycles, playing classical guitar, trail-running, cycling