

# Francisco Castañeda

*Agile Coach / Engineering Manager / Team Builder / Platform Developer*

## WHO I AM

I am a hands-on engineering manager and Agile Coach with a passion for building high-performing teams and processes. My approach combines mentoring, training, and inspiration to create the best possible teams. As a technical manager, I make decisions that bring value to the business while maintaining a healthy balance between delivery and technical debt management, ensuring scalable solutions that adapt to future business needs.

Key strengths: - Agile knowledge and experience implementing Scrum and Agile in many environments, from startups to considerable sized companies. - Team building and growth (scaled from 3 to 30+ developers across 6+ squads) - Platform development (Kubernetes, Kafka, microservices) - Continuous integration and delivery optimization - Incident handling and on-call rotation implementation - Cross-functional collaboration (product, engineering, support)

## PROFESSIONAL EXPERIENCE

### Engineering Manager, Payjoy Inc (2021-Present)

- Established the Agile process and scaling for all team.
- Led the growth of engineering team from 3 to 30+ developers across 6+ squads
- Implemented company-wide project management workflow using JIRA
- Coordinated creation of on-call rotation for 10+ teams
- Structured processes aligning company OKRs with working code for 7 teams

### CTO, Adelantos Capital Corp [A Payjoy Brand] (2018-2021)

- Built team and infrastructure from scratch, implementing microservices and infrastructure as code
- Developed platform serving hundreds of thousands of monthly transactions
- Implemented message bus architecture using Kafka
- Hired and developed an agile team that focused on delivery.

### Software Architect/Developer, Autoridad del Canal (2015-2018)

- Developed containerized applications using Docker and Kubernetes

- Created infrastructure-as-code pipeline for multiple testing environments

## Previous Roles:

- Agile Trainer/ Software Architect/Developer/Agile Consultant (2006-2015)
- Computer Specialist, Autoridad del Canal de Panama (2002-2005)
- Systems Analyst, Arango Software International (1998-2002)

## SKILLS

- Languages: Python, Java, PHP, JavaScript
- Frameworks: Django, Vue.js
- Technologies: Docker, Kubernetes, Kafka, AWS, Ansible
- Methodologies: Agile (SCRUM), Object-Oriented Design, SOLID principles
- Soft Skills: Leadership, Negotiation, Training, Sales
- Trading: During the last 2-3 years I have been studying the markets, and played with trading platforms and trading API's. That has given me basic knowledge of the market structure and the different players.

## LANGUAGES

- Fluent English
- Native Spanish
- Basic Portuguese

## Education

### Mountain Goat Software - ScrumAlliance

- Certified Scrum Master
- Advanced Certified Scrum Master
- Certified Product Owner
- Advanced Certified Product Owner

\* Click to check ScrumAlliance Credentials  
or visit <https://www.scrumalliance.org/community/profile/fcastaneda2>

### Panama Technological University

1992 - 1998 - Computer Systems Engineering

## References

Available upon request