Europass Curriculum Vitae

Personal Information

First Names / Surnames	**Dan Persa**
Address	*(not shown due to privacy protection)*
Mobile	*(not shown due to privacy protection)*
Email	*(not shown due to privacy protection)*
Website	https://www.github.com/danpersa
Gender	Male

Work Experience

Nov 2019 ⟶ Present

Engineering Manager

Employer
: SumUp (https://www.sumup.com/), Berlin, Germany

Logistics Squad
- Grew the team from two engineers to nine engineers
- Responsible for delivery, architecture, hiring, enabling team autonomy, continuous improvement, people management
- Launched the Logistics Platform, integrated it with third party logistics providers
- Helped the team define their North Star KPI
- Organize the 24x7 monitoring and shifts together with the team

Merchant Success Tribe
- Joined as the first person with engineering background in the tribe, helping with the initial setup of the tribe
- Hired the first four engineers and an engineering manager
- Delivered a redesigned, more customer friendly version of the Help Center

Lending Tribe
- Lead a team of four engineers which started the Lending Project from scratch and delivered the MVP
- Mentored one of the engineers, helping him becoming an Engineering Manager and taking over the Lending Squad

Web Platform Squad
- Hired three engineers
- Helped one of the QA to get into engineering, ensuring a smooth transition
- Focused Accessibility, making sure customers with disabilities are able to easily access the SumUp products
- Helped the Platform Tribe to reorganize in Focus Areas

Consideration Squad
- The Consideration Squad is responsible for SumUp's Marketing Website
- Hired two engineers
- Helped the team define their vision and become merchant focused
- Pushed forward performance related initiatives lowering the first contentful paint and time to first byte

Other Highlights	• Organized the first SumUp Hack Week, a remote event having 140 participants
	• Organized the 24x7 shifts for the Acquisition Tribe
	• Pushed forward the reliability topic within the Acquisition Tribe, helped the squads define their SLIs/SLOs and create dashboards, initiated the creation of runbooks for the critical services of the tribe, drove the implementation of distributed tracing
	• Contributed to the API First Guidelines for SumUp
	• Introduced a continuous feedback process for the members of the team
	• Drove the creation of SumUp's Tech Radar
	• Worked together with a group of people to make the purpose and expectations of the Hack Day clear
	• Helped with the creation of the Engineering Steps document, the official career ladder in SumUp, setting clear expectations for our engineers

Sep 2017 ⟶ Nov 2019 — Engineering Manager, Fashion Store Department

Employer	Zalando (https://tech.zalando.com/), Berlin, Germany
Highlights	• Lead two teams, one composed of 5 engineers and one composed of 6 engineers and a producer
	• Responsible for delivery, architecture, hiring, enabling team autonomy, continuous improvement, people management
	• Current project for one of the teams is to deliver the next generation CMS for Zalando
	• Current project for the other team is to deliver a way to migrate parts of our legacy CMS to a newer architecture and deliver critical features for our stakeholders, while the new architecture is being developed.
	• Define Zalando's next generation architecture together with a group of architects
	• Organize the 24x7 monitoring and shifts together with the team
	• Part of the hiring committee
	• Actively interviewing engineers
	• Doing tech talks to promote Zalando Tech

Mar 2017 ⟶ Sep 2017 — Delivery Lead, Brand Solutions Department

Employer	Zalando (https://tech.zalando.com/), Berlin, Germany), Berlin, Germany
Highlights	• Lead four teams, 20 people in total, being responsible for delivery, architecture, hiring, enabling team autonomy and continuous improvement
	• Responsible for delivering features in Zalando's Brand CMS, a product used by brands like Nike, Adidas, etc to create content in the Fashion Store
	• Starting June be responsible for people management for the members of the team as well
	• Responsible for improving and adding more features to the Brand Analytics, a product used by the brands to see how their content performed
	• Lead a team of data analysts, working on a product called Consumer Insights, who's purpose was to data mine and analyze data in order to expose insights about our consumers.
	• Come up with concept and contribute to organizing the department meetup
	• Come up with a proposal for home office policy for the department
	• Create a concept on how to better organize the team meetings
	• Actively interviewing engineers

Sep 2016 ⟶ Mar 2017 — Delivery Lead, Brand Solutions Department

Employer	Zalando (https://tech.zalando.com/), Berlin, Germany

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https://www.linkedin.com/in/danpersa

Highlights	• Last part of the training to become a Delivery Lead • Lead 3 teams, 21 people • Share the responsibility of delivery and improving the team autonomy with another Delivery Lead, who acted as a mentor and provided constant guidance and feedback. The goal was to get up to speed as fast as possible. • Actively interviewing engineers

May 2013 ⟶ Sep 2016 — **Software Engineer, Fashion Store Department**

Employer	Zalando (https://tech.zalando.com/), Berlin, Germany
Highlights	• Agile methodologies, having 1 week sprints • Design and develop three RESTful APIs • Work on software accessed by thousands of users per second • Design a new database for the Article Reviews project • Share knowledge through Tech Talks, Workshops, Reading Groups, Mentoring • Interviewing on average two engineers per week, starting Aug 2014
Contributions	As part of the Catalog and Navigation team: • Onboarding of the new members of the team • Organize agile meetings • Code reviews for pull requests As part of the Mentoring Team: • Give monthly presentations about the Google Guava library • Organize monthly workshops about REST for onboarding • Give a tech talk about Acceptance Testing and one about Code Refactoring • Organize several Coder Dojos and mentor other • Organize reading groups with weekly meetups As part of the Git Ambassadors Team: • Introduce git to the other developers • Help the others with their daily git problems
Project	Mosaic https://www.mosaic9.org/ • Part of the Spearheads team. The team came up with the new Fashion Store architecture, Mosaic • Work on prototyping the initial services of Mosaic • Implemented the Innkeeper https://github.com/zalando/innkeeper project (API Route Management), as an open source project, using the Scala programming language • Promoted the architecture outside of Zalando, in a series of blog posts and tech talks.
Project	Skrop https://github.com/zalando-incubator/skrop • Skrop is an open source a media service based on Skipper and the vips library, written in go. • The service is able to transform (eg: resize and crop) images on the fly. • An internal fork of it transforms all of the images for the Zalando Fashion Store (1000 req/sec)

Project	Shop Filters API

- Part of the team which designed and created the Filters API for the Zalando Shop
- Create an offline version of the API, so we can run all of our integration tests without an internet connection
- Use Spring Boot so that the API can be deployed on AWS using Docker
- Help the team organize, so it can work as efficiently as possible

Project	Zalando Public API

- Part of the team which designed and created the initial version Zalando Public API
- Participate at the Tech Crunch Disrupt Hackathon 2014 in London to make our API more popular

Project	Article Reviews

- Create the architecture of a RESTful API that deals with creation, and management of the reviews for the zalando.de website
- Implement the RESTful API using JAX-RS and Spring
- Design the PostgreSQL database and write stored procedures
- Work with Solr for indexing the reviews

Project	Filter Refactoring

- Rewrite the server side code of the filters from the zalando.de website, so that they support multi selection, negative filtering
- Introduce Spring MVC to the catalog page.
- Write unit and integration tests

Used technologies & tools:	

- Technologies: Spring MVC, Spring Core, Guava, Solr4J, JUnit, Mockito, JAX-RS, SOAP, Cucumber, Thymeleaf, JAX-WS, Hamcrest
- Web Server: Tomcat 7
- IDE: IntelliJ
- Database: PostgreSQL
- Full text search: Solr
- Build management and testing: Maven,
- Revision control: Git -> Atlassian Stash, Github Enterprise
- Issue tracking: JIRA
- Continuous Integration: Jenkins, Bamboo
- Documentation: Confluence

Type of Business or Sector	Fashion & Technology
Nov 2012 ⟶ Apr 2013	**Software Engineer**
Employer	Groupon (http://www.groupon.de), Berlin, Germany
Highlights	

- Develop a RESTful API
- Work in the team that sends millions of daily newsletters
- Develop new functionalities based on specifications
- Write automated testing suites for the applications
- Modify the existing database, to fit the new functionalities
- Write documentation
- Use SCRUM, having 2 week sprints

Used technologies & tools:	• Technologies: Spring MVC, Spring Core, Hibernate, Jersy, RESTEasy, SOAP, WDSL, JUnit, Mockito, Spring Boot • Web Server: Tomcat • IDE: IntelliJ • Database: Postgres • Build management and testing: Maven • Revision control: Git • Issue tracking: JIRA • Continuous Integration: Jenkins
Type of Business or Sector	Coupons & Software Development

Aug 2011 ⟶ Oct 2012 — Software Engineer

Employer	Keba (http://www.keba.com/), Bucharest, Romania
Highlights	• Develop new features based on specifications • Write automated testing suites for the applications • Modify the existing database, to fit the new features • Write the installation and user's manual • Use Agile methodologies
Project	Keba Ticketing, developed for Romanian Commercial Bank, a member of ERSTE Group BCR has around 9000 ATMs spread through the country. Every ATM sends problem and fix messages to the Keba Ticketing system. The system interprets the messages and automatically opens(closes) tickets for the right teams. For example if an ATM is out of cash, a ticket for the Replenishment Team is open. The system gets thousands hundreds of events every minute.
Used technologies & tools	• Technologies: Spring MVC 2.5, Spring Core 2.5, Hibernate 3, SOAP, WDSL, Drools, JUnit • Web Server: Tomcat • IDE: Netbeans, SQLDeveloper • Database: Oracle 10i • Build management and testing: Maven • Revision control: Subversion • Issue tracking: JIRA • Continuous Integration: Jenkins
Type of Business or Sector	Automation & Software Development

Jan 2011 ⟶ July 2011 — Software Engineer

Employer	Wappa (http://www.wappa.be/company.html), Bucharest, Romania
Highlights	• Develop Java enterprise applications using Seam Framework and J2EE 5.0 technologies • Write unit test and integration tests • Work in an Agile environment, use Test Driven Development
Project	OVAM Project Work in a team of five people. Develop an application for The Flemish Public Waste Ministry. The webapp manages the flows of documents and certificates within OVAM. It also manages clients and payments. It is developed using the Agile methodologies, in thirty iterations, during a period of an year and a half.

Used technologies & tools	• Technologies: Seam Framework, J2EE 5.0, EJB 3.0, JSF, SOAP, WDSL, Drools, TestNG, Selenium • Application Server: Jboss Application Server • IDE: Netbeans, Database Navigator • Database: IBM DB2 • Build management and testing: Maven • Revision control: Subversion • Issue tracking: JIRA • Continuous Integration: Bamboo
Type of Business or Sector	Software Development

Oct 2009 ⟶ Dec 2010 — **Application Designer**

Employer	Raiffeisen Bank (http://www.raiffeisen.ro/en/), Bucharest, Romania
Highlights	• Create project design document (including UML diagrams), user and administration guide, based on functional specifications • Design and create web-based applications using IBM Websphere Portal and JSR-168 Portal technologies • Design and create web services • Create the architecture for the databases used by the web-based applications • Write automated testing suites
Projects	Periodic Commissioning and Promotions Project (1 year and 3 months) Tasks & roles • Create the design document, based on the functional specifications • Design and created 3 portlets, one for searching clients, one for defining periodic commissioning, and one for defining promotions • Design the database for the project • Develop automated testing suites for the service layer of the application Internet Banking (11 months) Tasks & roles • Create the design document, based on the functional specifications • Design and create a web service, optimized for high volume of data and users (the service is called for processing every Internet Banking transaction from Raiffeisen) • Design and created the database for the project
Used technologies & tools	• Technologies: JSR-168, Spring MVC Portal 2.5, Hibernate 3, GWT, WSDL, SOAP, Hibernate • Application Server: IBM Websphere Application Server • IDE: Rational Application Developer, Eclipse, Netbeans • Database: Oracle • Build management and testing: Maven • Revision control: Subversion, Aldon • Issue tracking: Mercury
Type of Business or Sector	Banking

Aug 2008 ⟶ Sep 2009 — **Software Engineer**

Employer	Siveco (http://www.siveco.ro/en/), Bucharest, Romania

Projects	IACS Project for APIA Romania (Agricultural Payment Agency) (1 year)
	Work in a team of more than ten developers on IACS Project for APIA Romania (Agricultural Payment Agency) IACS (Integrated Administration and Control System) makes it possible to develop direct and indirect (data warehouse for animals, land, applicants, control and administration processes) system modules. It constitutes the basis for agricultural grants from the EU.

Tasks & roles
- Create the design of the application and UML diagrams, based on the functional specifications
- Analysis and development using the project specific technologies
- Work in a team of more than ten developers

SIVZILLA (2 months)

Sivzilla is a bug tracking system, similar with Bugzilla

Tasks & roles
- Create the design of the application and UML diagrams, based on the functional specifications
- Develop the application using the project specific technologies

Used technologies & tools	• Technologies: EJB 3.0, JSF, GWT, Hibernate 3, Spring Core, GWT, SOAP, WDSL, JUnit • Application Server: JBoss 5.0 • IDE: Eclipse • Database: Oracle • Build management and testing: Maven • Revision control: Subversion • Issue tracking: JIRA
Type of Business or Sector	Software Development

Oct 2007 ⟶ July 2008 — Software Engineer

Employer	ITC Networks (http://www.itcnetworks.ro), Bucharest, Romania
Main Activities & Responsibilities	• Work on developing a security solution for a series of Nortel switches. • Work with the testing team located in Santa Clara (USA)
Used technologies & tools:	• Programming Language: C • Platforms: Nortel Secure Network Access Switch • IDE: Eclipse, VIM • Operating systems: VxWorks, Linux, Windows • Revision control and issue tracker: IBM ClearCase
Type of Business or Sector	Software Development

Jul 2005 ⟶ Sep 2007 — Software Engineer

Employer	Gameloft (http://www.gameloft.ro/), Bucharest, Romania
Main Activities & Responsibilities	• Work on developing and porting mobile games to J2ME and DOJA phones • Develop and ported mobile games on the J2ME platform • Work with other development and testing teams located in France, China or India
Used technologies & tools:	• Programming Language: Java • Platforms: J2ME, DoJa • IDE: Eclipse, Netbeans, jEdit

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| Type of Business or Sector | Mobile Games Development |

Education

| 2004 ⟶ 2009 | **Bachelor Degree in Computer Science**
POLITEHNICA University of Bucharest |

Languages

| Mother Tongue | **Romanian** |

Other Languages

Self-Assessment
European Level[*]

Understanding		Speaking		Writing
Listening	Reading	Spoken Interaction	Spoken Production	
C1 Proficient User	C1 Proficient User	B2 Independent User	B2 Independent User	C1 Proficient User

[*] *Common European Framework of Reference (CEF) Level*

Tech Talks and Podcasts

- Goal Setting - Why Is It So Important To Start With - 2021
- First Steps as a Lead - Codemotion Amsterdam 2019
- First Steps as a Lead - LeadDev London 2018
- The Recipe For Scalable Frontends - Codemotion Milan 2017
- The Recipe For Scalable Frontends - Code.Talks Hamburg 2017
- Open Source And The Mosaic Project - Virtual Microservices Summit 2016
- Building a Reactive RESTful API with Akka HTTP and Slick - Microservices Meetup Munich 2016
- How We Made Our Tech Organization Converge Towards Scalability - Code.Talks Berlin 2016
- Building a Reactive a RESTful API with Akka Http and Slick - Codemotion Berlin 2015

Blog Posts

- Five mistakes to avoid when setting OKRs for your team
- SumUp's Tech Radar
- Software Is Made By Humans
- Jimmy to Microservices – The Journey One Year Later
- Scaling Our Tech Organization and Architecture
- Our polyglot approach: Getting started with Rust
- From Jimmy to Microservices: Rebuilding Zalando's Fashion Store
- Designing RESTful APIs: A Zalando Coder Dojo
- Reading Groups at Zalando

Certifications

- Sun Certified Web Component Developer 5.0
- Sun Certified Java Programmer 6.0
- CISCO Certified Network Associate 1

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