

IVÁN GONZÁLEZ SÁIZ

SENIOR SOFTWARE ENGINEER & ENGINEERING LEAD

INFO

Location: [Gijón \(Asturias\), Spain](#)
Work Mode: [100% Remote – CET/CEST \(Madrid\)](#)
LinkedIn: [linkedin.com/in/ivan-gonzalez-saiz](https://www.linkedin.com/in/ivan-gonzalez-saiz)
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BIO

Senior Software Engineer and **Engineering Lead** with over **15 years** of experience, scaling **high-performing remote teams**, designing **distributed** and **scalable** backend architectures, and **mentoring engineers**. Proven track record of **delivering impact-driven solutions** using different tech stacks and modern cloud infrastructure. Adept at defining **technical roadmaps**, **optimizing system performance**, and fostering **collaborative engineering cultures**. Passionate about **DEI and Belonging**, **mental health awareness**, and **industry mentorship**. Eager to **drive technical excellence** and **team growth** in fast-paced, global environments.

CORE SKILLS

Leadership & Strategy

Engineering management focused on team growth, hiring, remote collaboration, 1:1s, performance reviews, and outcome-driven roadmaps with Product/Design.

Technical Leadership

System design and architectural decisions for scalable, reliable platforms with strong observability and performance optimization.

Software Development

End-to-end engineering across backend (Elixir/Phoenix, Ruby on Rails, Python) and frontend (JavaScript, React/React Native), with APIs, distributed systems, robust testing, and user-centered, high-quality UX. Experienced with PostgreSQL/MySQL, AWS, Docker, CI/CD, and observability.

Community & Advocacy

Mentoring, knowledge sharing, and community building with a strong commitment to Diversity, Equity & Inclusion and mental health in engineering teams.

EXPERIENCE

Remote – **Engineering Team Leader**

JAN 2022 – MAY 2025 (3 years & 4 months)

- Led and scaled the Time & Attendance domain from one to two teams, going from four to eight engineers.
- Co-owned quarterly roadmaps with Product and Design; translated priorities into pragmatic architecture and clear execution plans while running weekly 1:1s, performance reviews, and career coaching to develop the team.

Main technologies: Elixir, Phoenix Framework, JavaScript, React, Next.js, PostgreSQL.

Factorial HR – **Engineering Director**

JUL 2021 – DEC 2021 (6 months)

- Directed the Time Tracking engineering team across backend and frontend.
- Owned technical strategy and day-to-day operations for a team of four, aligning execution with product goals and clear delivery targets.
- Strengthened recruitment pipeline, increasing successful hires.

Main technologies: Ruby, Ruby on Rails, React, React Native, MySQL.

Lingokids – **Senior Backend Developer → Engineering Lead**

APR 2020 – JUL 2021 (1 year & 4 months)

Engineering Lead (NOV 2020 – JUL 2021, 9 months)

- Managed backend and frontend scaling, leading a team of three engineers.
- Designed and optimized APIs, improving system performance.

Senior Backend Developer (APR 2020 – NOV 2020, 8 months)

- Improved backend services with Ruby, Python, and PostgreSQL.
- Delivered new internal APIs to support product growth and scalability.

Main technologies: Ruby, Ruby on Rails, Python, React Native, AWS, PostgreSQL.

Bizneo HR – **Senior Software Engineer**

FEB 2017 – APR 2020 (3 years & 3 months)

- Built and scaled the Bizneo HR Suite from scratch with Elixir and Phoenix.
- Collaborated with executives to shape the MVP and scale both the platform and the team from two to eight engineers.

Main technologies: Elixir, Phoenix Framework, JavaScript, React, Ruby, AWS, PostgreSQL.

OTHER EXPERIENCES

The Cocktail – **Backend Developer**

MAY 2014 – OCT 2016 (2 years & 6 months)

Talento Corporativo – **R&D Software Developer**

OCT 2010 – APR 2014 (3 years & 7 months)

EDUCATION

U.N.E.D. – *University Expert in Artificial Intelligence*

OCT 2012 – JUN 2013, Online

Oviedo University – *Computer Science Engineering*

SEP 2005 – JUN 2009, Asturias (Spain)

I.E.S. N° 1 – *Associate's Degree (Technical) Certification in Computer Science*

SEP 2003 – JUN 2005, Asturias (Spain)

VOLUNTEERING & OTHERS

MentorCruise – *Mentor*

JAN 2024 – PRESENT

Mentor software engineers to improve their technical skills, navigate career transitions, or advise on how to build their products.

Coding Coach – *Mentor*

JUN 2019 – JUN 2022

Mentor for new developers interested in backend technologies like **Elixir**, **Ruby**, and their respective web frameworks.

FabadaConf – *Co-Founder & Organizer*

APR 2018 – APR 2020

Annual software engineering conference in Gijón, Spain.

Elixir Asturias – *Founder & Organizer*

JUN 2018 – JUN 2020

Meetup group to share experiences and knowledge about **Elixir**, **Phoenix Framework**, **Erlang**, and more.

Folks Who Code – *Co-Founder & Organizer*

SEP 2017 – SEP 2020

An organization that aims for a richer and diverse tech community.

LANGUAGES

Spanish

Native.

English

Professional working proficiency.