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

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BIO

Senior Software Engineer and Engineering Lead with 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.

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.

<u>Factorial HR</u> - 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.

<u>Lingokids</u> — 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.

<u>Bizneo HR</u> — 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)

<u>Talento Corporativo</u> - 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

<u>Oviedo University</u> — Computer Science Engineering

SEP 2005 - JUN 2009, Asturias (Spain)

${\color{red} \underline{\textbf{I.E.S. N}^{\circ}\ \underline{\textbf{1}}}}$ — 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.