

Elias Gasparis

Nicosia, Cyprus (Open to remote/relocation)

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SUMMARY

Lead Software Engineer specialized in backend development, with the ability to lead full-stack teams and deliver complete solutions across backend, frontend, and QA. Skilled at designing development processes and building high-performing teams that deliver high-quality, maintainable, and scalable software. Strong emphasis on code quality and testability, while fostering collaboration, continuous learning, and growth.

TECHNICAL SKILLS

- **Backend & Databases:** PHP, MariaDB, MySQL
 - **Frontend:** JavaScript, Typescript, Vue.js, Tailwind, HTML, CSS
 - **Testing & QA:** Cypress, PHPUnit, Jest, Test-Driven Design (TDD)
 - **Tooling:** PHPStan, Psalm, PHPCS, Composer, Git
 - **Infrastructure:** Docker, GitHub Workflows (CI/CD), AWS (SAM templates, Cognito, API Gateway, CloudFront, S3, Lambda, SQS, etc)
 - **Leadership:** Hiring & Onboarding, Mentoring & Coaching, Process Improvement, Cross-Team Collaboration, Building High-Performing & Inclusive Teams
 - **Other:** Domain-Driven Design (DDD), Modernizing/maintaining legacy systems, Bash/Python scripting
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PROFESSIONAL EXPERIENCE

Lead Software Engineer

Jan 2025 – Present | Remote

Epignosis Learning Technologies

- Served as leader of the development team, managing 14 engineers across 4 focused crews working on four parallel objectives: two new features, hotfixes, and UI modernization.
- Partnered closely with Product Management to shape new features, contribute to PRDs, and ensure alignment with product goals and long-term vision.
- Conducted technical analysis of features and trained crew leaders to independently perform this responsibility.
- Acted as a catalyst by removing blockers, maintaining delivery momentum, and enabling collaboration across crews.
- Coached and guided new crew leaders into their role to strengthen leadership skills, improve processes, and elevate overall team performance.
- Led interviews and hiring of 6 new engineers across backend, frontend, and QA. Established onboarding processes to ensure smooth integration into the team and alignment with development standards and culture.

Senior Software Engineer

Jan 2023 – Jan 2025 | Remote

Epignosis Learning Technologies

- Served as Crew Leader, driving delivery of new product features and modernization of the existing codebase.
- Served as Back-end Chapter Leader, ensuring quality, consistency, and efficiency across backend development for the entire product.
- Established clear processes that improved organizational efficiency and strengthened cross-team communication.
- Supported the growth of crew members through mentoring, training days, and empowered them to step into leadership roles by introducing a co-leadership model.
- Fostered a collaborative culture and strong team spirit through regular feedback cycles, bonding initiatives, and knowledge-sharing activities.

Software Engineer

Jan 2022 – Jan 2023 | Remote

Epignosis Learning Technologies

- Full ownership of designing, implementing, and maintaining complete product features, delivering them end-to-end.
- Contributed to modernization initiatives, including architecture refactoring, introducing unit testing, and adoption of CI/CD pipelines.

Junior Software Engineer

May 2020 – Jan 2022 | Remote

Epignosis Learning Technologies

- Led the implementation and continuous improvement of accessibility standards (WCAG) across the product.
- Contributed to the development of new features and bug fixing.

Software Engineer

Apr 2019 – Apr 2020 | Rethymno, Greece

E-activities

- Led implementation, maintenance, and enhancement of a marketplace application as main contributor.
- Built custom WordPress/WooCommerce plugins and client websites.

Junior System Administrator

Apr 2018 – Dec 2018 | Heraklion, Greece

University of Crete, Center of Communication & Networking

- Contributed to the research and planning of a Virtual Desktop Infrastructure (VDI) supporting student access.
- Provided technical support and maintenance for university systems.

EDUCATION

- B.Sc. in Computer Science — University of Crete **(2015)**

CERTIFICATIONS

- AI Competency – Mindstone: <https://www.mindstone.com/programs/ai-competency> **(2025)**
 - The Principal Dev – Masterclass for Tech Leads: <https://principal.dev> **(2024)**
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LANGUAGES

- Greek — Native
 - English — Fluent
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VOLUNTEER EXPERIENCE

Certified Rescuer & Volunteer

2017 – 2020 | Rethymno, Greece

Hellenic Red Cross

- Completed training and certified as Rescuer, with over 500 hours of active duty service and 100+ hours assisting in a hospital emergency room.
 - Planned and coordinated medical coverage services for events, leading teams of rescuers to ensure readiness, safety, and effective collaboration.
 - Participated in rescue operations alongside police and fire departments, including missing person searches and supporting firefighting efforts.
 - Actively contributed to community-focused initiatives, such as distributing food to families in need and supporting local social welfare programs.
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MILITARY SERVICE

- Fulfilled mandatory military obligations, Hellenic Army