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Manos Kammas

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I am a software engineer with over 8 years of experience. I mostly work in backend systems using software engineering best practices and test-driven development. My interests lie in system design and architecture.

Work Experience

Tech Lead at Viooh   **June 2023 - Present**

Guided a team of ten engineers, fostering a collaborative environment to achieve project objectives. Oversaw project timelines, resource allocation, and technical direction. Conducted regular one-on-one sessions to mentor team members, align goals, and facilitate professional growth while ensuring project milestones were met.

- Designing solutions for new business requirements by collaborating with cross-functional teams to define and establish API contracts, ensuring seamless integration and robust system functionality.
- Achieved a twentyfold increase in acceptance-tests execution speed, significantly reducing the overall test duration.
- Instituted the Request for Change (RFC) process to systematically document proposals and cultivate an environment for ideation and innovation within the team.
- Created comprehensive service architecture designs and use-case diagrams for all services, providing enhanced and structured documentation.
- Engineered user-friendly dashboards, providing expedited access to service logs, infrastructure logs, and monitoring data, enhancing operational efficiency and decision-making.
- Revamped the release strategy and pipelines to elevate test quality by implementing a one-ticket-per-test approach, and increased the frequency of releases from monthly to multiple releases per day.
- Designed comprehensive alert systems and streamlined runbook procedures, ensuring operational continuity.
- Introduced a structured defect management procedure to systematically identify pain points and address them with enhanced quality and clarity, fostering a culture of continuous improvement.
- Collaborated extensively with the Product team to strategise and outline the future roadmap.
- Regularly communicated updates to senior management regarding ongoing engineering progress, the status of technical debt backlog, and the strategic future roadmap.
- Implemented a team skill matrix to assess strengths and areas for improvement within the team, organizing targeted sessions to address skill gaps and enhance overall capabilities.
- Suggested new user flows to enhance the overall User Experience (UX).
- Designed end-to-end tests and performance assessments using Gatling and Datadog APM.
- *Technologies used:* Java 11, Spring Boot, Kafka, MySQL, Kubernetes

Senior Software Engineer at Viooh   **Feb 2022 - June 2023**

Led the development and implementation of robust solutions, contributing expertise in booking campaigns and reserving assets for programmatic advertising to drive successful project outcomes. Collaborated closely with cross-functional teams to design and deploy high-quality systems, ensuring adherence to best practices and optimizing performance.

- Led the architectural transformation of the project, transitioning from the traditional MVC pattern to modern hexagonal architecture by leveraging use cases, resulting in improved modularity, testability, and maintainability of the system.
- Contributed to UI team meetings, collaborating closely with designers and front-end developers to provide technical guidance and support on backend APIs, ensuring seamless integration and optimal performance.
- Mentored and coached junior engineers, fostering a collaborative and knowledge-sharing environment to enhance team productivity and technical proficiency.
- Actively contributed to the entire software development life cycle, from requirements gathering and system design to coding, testing, and deployment, ensuring high-quality deliverables.
- Contributed to the improvement of software development practices, actively participating in code reviews, and advocating for best practices within the organization.
- *Technologies used:* Java 11, Spring Boot, Kafka, MySQL, Kubernetes

Senior Software Engineer at Asos   Nov 2019 - Feb 2022

Worked on the Product Information Management integration system that exposed APIs for the downstream services, embracing DevOps practices. My focus was on improving the performance, resiliency and scalability of the APIs.

- Delivered Docker and Kubernetes training to internal teams.
- Developed new features and maintained more than 25 microservices.
- Responsible for improving our operations and triaging incoming incidents.
- Decreased Azure costs by 10% through the optimization of the test process cleanup, efficiently releasing unused cloud resources.
- Organised a series of meetings to promote collaboration and knowledge sharing across engineering teams.
- Led a series of 'Engineering Decisions' meetings to discuss new technologies, and promote best practices within my team.
- ***Technologies used:*** Java 11, Kibana / Grafana, Kubernetes, Azure (Service Bus, Cosmos DB), Spring (Boot, Actuator), Swagger, Route 53

Software Engineer at Camelot Lottery Solutions   Aug 2017 – Oct 2019

Loterie Romande (2018 - 2019)
Engineered new features for a Keno-style game integrated into the Loterie Romande interactive platform. Addressed challenges concerning the availability and time synchronization of the 255 daily draws, ensuring seamless functionality.

- Revamped the computation domain model used in our draw-based games, simplifying and streamlining its structure for improved usability and comprehension.
- Implemented new APIs using Spring Reactor and Server-Sent Events.
- Suggested, and implemented an in-house tool enabling proactive visibility into upcoming draws from key clients, allowing for advanced planning and mitigation of unforeseen spikes or issues.
- ***Technologies used:*** Java 8, Cassandra, Kubernetes, Wiremock, Docker, Spock, Spring (Boot, Data, Integration)

UK National Lottery (2017 - 2018)
Worked on the UK National Lottery web platform with millions of daily active users and more than 4000 payment transactions per minute. A highly regulated environment with stress on security and performance.

- Proactively clarified requirements for a delayed project, offered alternative solutions, and ensured successful project delivery.
- Improved our continuous integration process which led to faster compilation times.
- ***Technologies used:*** Java 8, DB2, Grails 3, Apache CXF, Mockito / Spock / Selenium

QA Automation Engineer at Camelot Lottery Solutions   Jun 2015 – Aug 2017

- Designed and built an application to automate the reconciliation and validation of the generated reports against the reports from the financial regulator, managing a team consisting of two developers and two testers.
- Designed and developed a framework to test the business requirements of ticket-generating engines for Instant Win Games (IWG), facilitating the creation of detailed statistical reports.
- Implemented a cross-browser testing framework based on Selenium replaying specified moves on the UI, to automatically test the different prize outcomes of the IWG.
- ***Technologies used:*** Java 8, Spring Boot, MySQL, Hibernate, MyBatis, JUnit / Mockito / Spock

Education

Harokopio University of Athens   2009 – 2014
- Bachelor of Science in Informatics and Telematics
- Thesis: Satellite images processing for burn scar mapping, using MapReduce and Hadoop for parallel-processing large scale data

Projects

- Developed the website for the biggest volleyball club in the UK (sideout.co.uk)   **2019**
- Collaborated with the Greek Volleyball Federation to create a website for event information. (bvtour.gr) **2023**
- Personal website and blog (manoskammas.co.uk)   **2023**