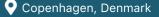
Esteban Michalowski

Software Engineer / Architect / CTO





I'm an experienced full-stack software engineer and architect with a strong focus on leadership. I'm passionate about building software while coaching and empowering engineering teams to create value for our organization.

I start with the business goal in mind, cascading down into a structure and process that set us up for success. I combine a pragmatic approach with a holistic perspective, which helps me make quick decisions when necessary and pursue thorough solutions when the situation allows.

I'm fortunate to work closely with engineering teams at various stages of the software development lifecycle. This keeps me deeply involved in the essential challenges of building software, while also focusing on strategic direction.

In my current role at Altapay, I lead both the Technical and Product strategies. I ensure that our teams have clear, actionable plans for effective implementation. What really distinguishes us is the strong collaboration and synergy between our Product and Engineering teams. We operate within the same department, fostering a cohesive and autonomous structure that accelerates our delivery.

Current Interests: Leadership, Product Strategy, Team Topologies, Distributed Large-Scale Architecture, Reactive Systems, Chaos Engineering, Site Reliability, Domain Driven Design, Continuous Delivery, Evolutionary Architecture

Tech Highlights

Languages: Java PHP JavaScript Bash Python 3
Frameworks: Maven Gradle Guice Spring Quarkus ReactJS
Pipelines: GitLab GitHub Ansible Jenkins Pylnvoke
Infrastructure: Docker Kubernetes Vagrant Terraform AWS Managed Services
Data: MySQL MariaDB MS SQL Server ElasticSearch Kibana Cassandra RabbitMQ Memcached
Web: Apache2 Nginx
Server: Ubuntu Debian Glassfish Tomcat Jetty

Work Experience

Chief Technology Officer

- Lead five Product Engineering teams by setting a Strategy for Product and Technology with clear Success Criteria, aligned with the Company's Objectives.
- Define and manage a yearly roadmap and budget for Product Engineering, ensuring execution alignment among teams, departments, and stakeholders.
- Empower engineering teams to deliver high performance and quality through autonomy, a transparent decision-making framework, iterative methodologies, and continuous improvement initiatives.
- Establish and maintain effective collaboration both onsite and remotely, with team members distributed across Europe.

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- Assist engineering teams at all phases of the software development lifecycle, from design, development, deployment to operations
- Manage, coach, recruit, and retain top talent, fostering a culture of excellence and growth.
- Establish and maintain streamlined processes, policies, and controls to enhance operational effectiveness and ensure compliance.
- Lead collaboration with clients and partners, advocating for the platform, analyzing synergies, and designing integrated solutions.
- Oversee third-party vendors providing services to AltaPay, ensuring quality and compliance.

Key milestones:

- Execute growth strategy of 300% for Product Development setting up autonomous teams.
- Lead migration of the Platform to AWS Cloud Services with minimum downtime, increasing throughput by 300%, reducing network footprint and automating operation services.
- Established structure and process for PCI DSS Level 1 certification.
- Lead compliance of PSD2, implementation of new processing API and new data analytics API.



Solution Architect

- Lead technical teams throughout the development lifecycle, being involved in solution design, implementation, reviewing and operations.
- In charge of the technical roadmap, bridging the gap between business expectations and the technical solution, staying ahead of the curve.
- Provide a cohesive strategy and decision-making framework for engineering the platform, along with relevant documentation, taking into account practices, architecture, technology and processes.
- Collaborate with stakeholders across the organisation, communicating technical goals, concepts, prioritising and setting expectations.
- Mentor technical teams in engineering practices, technical solutions understanding, and technical vision.
- Strong driver of Agile, Devops culture, DDD, TDD, Chaos Engineering and Reactive Systems.

Key milestones:

- Go live of the Omni-Channel Payment Platform, supporting eCommerce, Mobile and POS, with reconciliation across channels.
- Lead the work in order to increase the throughput of the PSP platform by 900% in 1.5 years.
- Lead the migration of the PSP platform to a new Data Centre, in accordance with SLA.
- Lead the work on building a fully automated deployment pipeline.
- PCI-DSS certification of the OmniChannel Platform, with radical changes in encryption and tokenisation.

Software Engineer

- Worked as part of an agile team through all the phases of the software development lifecycle of the payment service provider (PSP) solution.
- Engineered integrations to alternative payment methods, acquirers and third party service providers: Klarna, Swish, Mobile Pay, Apple Pay, Valitor, Credorax, among others.
- Engineered support services for the PSP solution: 3D Secure, Credit Card Encryption, Authentication, Transaction Logging, Invoicing, Fundings, etc.
- · Engineered the delivery automation of the services to production along with continuous integration.
- Technical Lead on the design and implementation of the OmniChannel API and Platform.

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- · Team coordination in order to ensure achieving goals within deadlines and expectations, while applying agile values.
- Level 3 troubleshooting of production issues in close collaboration to Support and System Admins.
- · Stakeholder on defining architecture and strategies to enhance the platform, including collaboration with other departments and third parties.
- Practices: SCRUM, TDD, Pair Programming, Code Review, CI, CD.

Kiehn Systemer

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Software Developer / Freelance

- · Analyse requirements, design and develop solutions for a Booking system based on GWT.
- · Lead development work with colleagues to ensure goal achievement.
- · Refactor of existing modules

PRISMA S.A. (Visa Argentina)





Java Analyst Programmer

- Full-stack software development of VisaHome, a credit card management system for consumers
- Queries, Stored Procedures and Functions Development in MS SQL Server.
- Performed Level 3 troubleshooting of applications issues, in close collaboration with operations.
- · Define Architecture and Strategies to enhance the Core Plataform with the Architecture Team
- Lead and Manage outsourced development.
- Define and setup infrastructure for Boton de Pago (Payment Wallet Solution).

IT Resources S.A.



SSR Java Software Developer

- Full-stack software development of an important clinical system from Swiss medical group, through all phases of the software development process.
- Coworkers Assistance Provider in order to ensure growth and professional success.
- Design and Development of CMS Application, and WebServices Application.
- · Performed Level 3 troubleshooting of applications issues, in close collaboration with operations.

TALPSA S.A.

Java Developer - R+D

My main responsibility was to lead the mind-set transformation and pave the way in the IT department in order to migrate systems from VB6 to Java.

- Research and Define Development Methods, Design Patters, Frameworks, and Java based Apps Servers to be
- Formal Training Organiser on: Maven, Spring, Hibernate, Sonatype Nexus Management (for Maven), CVS
- · Architecture Design, Setup, and Maintenance of Development and Production Servers.
- Built GUI Framework for Java based on Swing (Swing, Thread).
- Built Main Company application oriented on Plugins (Swing, RMI, Thread).
- Built SUBE to Accounting system Interface (Socket, Apache commons).

TALPSA S.A.

IT Infrastructure - VB6 Developer

- Network and Equipment Set Up, Management and Maintenance.
- MS Server 2003, AS400 Management and Maintenance.
- Interpretation and Analysis of different department requirements (Mechanics, Human Resources, Accounting) in order to develop these functions into the VB6 based system.
- Migration of AS400 based management software to Visual Basic 6.0.
- Evolutive Development on Existing VB6 based Systems.

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Universidad Tecnologica Nacional

= 2008 - 2014 (Not finished)

University Degree: Systems Engineer

Instituto Tecnologico San Bonifacio

= 2005 - 2007

Technical Secondary Education: Technical Engineer in Electronics



English

Professional Proficiency

Spanish

Mother Tongue

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