

Esteban Michalowski

Software Engineer / Architect / CTO



Copenhagen, Denmark

I am an experienced full-stack software engineer and architect, driven by a passion for leadership and innovation. With more than 15 years of hands-on experience, I excel in developing innovative technical solutions throughout the entire software development lifecycle.

I always begin with the business goal in mind, striving to deliver value through technology while maintaining a focus on the bigger picture. I excel at balancing pragmatism with a holistic perspective, allowing me to make swift decisions when needed and pursue comprehensive solutions when the situation demands.

I am a self-taught professional who thrives on constant learning and growth. Collaboration within teams is where I shine, and I find fulfillment in mentoring them to become more effective.

In my current role at Altapay, I have the privilege of steering both the technical and product strategy, while ensuring our teams are equipped with actionable plans for seamless execution. What sets us apart is the close collaboration and synergy between our Product and Engineering teams as part of the same department, with an autonomous structure resulting in fast flow delivery.

Current Interests: Team Topologies, Product Strategy, 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 PyInvoke
- **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

AltaPay

Jun 2020 - **current**

Chief Technology Officer

- Implementation of Technology Strategy, including culture, architecture, infrastructure, customer needs, market trends and regulation.

- Implementation of Product Strategy, including customer characteristics, challenges, market trends and competition.
- Manage collaboration with clients and third parties to advocate for the platform, analyse synergies and design solutions.
- Responsible for effective collaboration and execution of 5 development teams established both on site and remotely
- Define yearly Product Development Roadmap for both Product and Technology, including budgeting for the year.
- Structure the department for high flow, enabling autonomous and effective teams both onsite and remote.
- Responsible for creating and maintaining processes, policies and controls for multiple compliance matters.
- Responsible for recruiting, training, managing and retaining top talent.
- Manage third party vendors responsible for service provision to AltaPay.

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
- Lead certification for PCI DSS Level 1
- Evaluate, select and setup company services for both development and productivity
- Lead implementation of PSD2, new generation of processing API, new generation of data analytics API.

Proper

📅 Jan 2020 - May 2020 5 m

Senior Software Engineer**Persequor**

📅 Dec 2019 - Mar 2018 10 m

Software Engineer / Solution Architect**Valitor (AltaPay)**

📅 Oct 2017 - Mar 2018 1 yr 6 m

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.

Valitor (AltaPay)

Aug 2015 - Oct 2017 2 yr 3 m

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.
- 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

Apr 2015 - Oct 2018 7 m

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)

Mar 2014 - Mar 2015 1 yr 1 m

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 Platform with the Architecture Team
- Lead and Manage outsourced development.
- Define and setup infrastructure for Boton de Pago (Payment Wallet Solution).

IT Resources S.A.

Dec 2012 - Feb 2014 1 yr 1 m

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.

Jun 2011 - Nov 2012 1 yr 6 m

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 Patterns, Frameworks, and Java based Apps Servers to

be used.

- 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.

📅 Mar 2008 - May 2011 3 yr 3 m

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.

🏠 Education

Universidad Tecnologica Nacional

📅 2008 - 2014 (Not finished)

University Degree: Systems Engineer

Instituto Tecnologico San Bonifacio

📅 2005 - 2007

Technical Secondary Education: Technical Engineer in Electronics

🌐 Languages

English

Professional Proficiency

Spanish

Mother Tongue