# Tobias Pflug *July 14, 1981*

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## Profile

*I am a highly skilled Engineer, Consultant and Leader with over 16 years of professional experience and a passion for working with people. I want to work in an environment that values empathy and diversity and chooses trust and empowerment over hierarchies and micromanagement. I strive to be a lifelong learner while also enabling, supporting and empowering teams and individuals to grow and achieve goals together.*

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## Experience

### Tribe GmbH — Remote
**Engineering Manager (Contractor)** — *October '22 – July '23*

*Tribe, a Berlin-based deep tech company, is dedicated to transforming the eyewear purchasing experience and is supported by Mister Spex, Europe's largest online optician.*

As an Engineering Manager, I led multiple teams and projects focused on developing AR Apps for iOS and Android, specializing in face measurement. I reported directly to the CTO and played a key role in restructuring teams and implementing agile methodologies to enhance software quality and delivery efficiency. This entailed collaborating closely with Agile Coaches and Product Management.

In my capacity as the Acting Hiring Manager, I streamlined the recruitment process by conducting interviews, sourcing top talent, and collaborating with HR and engineers to continually refine the hiring process. Additionally, I conducted regular 1:1 meetings with team members, providing coaching and support for their professional growth. I was also responsible for the development of engineers, facilitating skill-building and career advancement. I organized knowledge-sharing events and spearheaded initiatives to cultivate a culture of quality. Furthermore, I facilitated OpenSpace events during Engineering Leadership meetings.

### Hasura — Remote
**Engineering Manager (Contractor)** — *October '21 – July '22*

*Hasura, a globally distributed team, specializes in a product that enhances developer productivity through instant GraphQL API composition from databases and services.*

As an Engineering Manager, I oversaw two Haskell Backend Teams responsible for different aspects of the Hasura GraphQL Engine, reporting to the VP of Engineering. My responsibilities included mentoring team members through regular 1:1 meetings, introducing agile methodologies, and facilitating retrospectives to identify and address bottlenecks and team dysfunctions.

In close collaboration with Product Management, I supported the teams in delivering value to the company, its customers, and the active open-source community around our product.

As the acting Hiring Manager, I conducted interviews, sourced candidates, and worked with HR and Engineers to continually refine and improve the hiring process.

I spearheaded initiatives to foster a culture of knowledge-sharing, continuous improvement, and psychological safety, creating an environment conducive to sustainable growth and excellence within the Engineering department.

### Tobias Pflug IT — Remote
**Consultant** — *October '21 – present*

*I work with companies, teams and individuals to enable, empower, identify and remove bottlenecks.*

I support clients by taking over leadership roles, helping them in their hiring processes or by creating assessments on their Engineering department to identify bottlenecks and provide suggestions on ways to improve efficiency and effectiveness.

### Tweag IO — Paris, France (Remote)
**Senior Software Engineer/ Consultant** — *March '19 – September '21*

*Tweag is renowned for its expertise and significant contributions to NixOS and the GHC Haskell Compiler. The company is also recognized as a leading authority in Bazel and provides tailored solutions to clients in the Fintech, Biotech, and autonomous vehicles industries.*

In my role as a Senior Engineer and Consultant, I engaged in a wide range of projects and technologies, customizing my services to meet client needs. I collaborated with the sales team to acquire new customers, assumed the role of a project lead, and conducted in-person meetings with international clients to deliver

support and facilitate workshops. My responsibilities included helping client teams identify bottlenecks and actively participating in the design and discussion of effective solutions.

Furthermore, I played a key role in Tweag's hiring activities, where I contributed to the development and refinement of the hiring pipeline and process. Additionally, I acted as a mentor to junior engineers within the company, fostering their growth through knowledge-sharing and training sessions.

During my tenure at Tweag, I worked with diverse international clients, ranging from dynamic unicorn startups to established telecommunications corporations. My expertise extended beyond technical matters to include process improvement, enabling organizations to achieve their objectives more efficiently.

TECHNOLOGIES USED: Python/Bash/Rust/Haskell/C/C++, Nix/NixOS/NixOps/Hydra, AWS, k8s, Docker, Jenkins

## HolidayCheck                                                    MUNICH, GERMAN (REMOTE)
**Team Lead Developer Experience / Senior Software Engineer**      *December '15 – February '19*
*HolidayCheck is one of the biggest online travel agencies in the German speaking market.*

In addition to my technical contributions to the React codebase, I actively promoted Functional Programming principles and conducted multiple workshops to introduce Functional Programming concepts to engineers, regardless of their prior experience in FP.

As the tech-lead of the internal Developer Experience team, I overhauled our development environment by introducing the use of Nix and designing a new NixOS/NixOps-based CI/CD setup. I also guided my team in crafting team Objectives and Key Results (OKRs), aligning them with the company's overarching objectives. My support extended to other teams, where I championed the use of Nix for their projects, offering targeted workshops and talks on Nix.

Taking initiative, I designed and launched the HolidayCheck Apprenticeship Program, where we hired, mentored and onboarded Junior Engineers. In my role as Hiring Manager, I significantly shaped our interview pipeline and processes, regularly conducting interviews and collaborating with others to define the ideal engineer profile.

Outside my formal job responsibilities, I initiated various programs and activities, including an annual company-internal Open Space Conference that brought together developers, designers, and product owners. I also established a book reading club, organized a Nix user group, and facilitated a Haskell study group.

TECHNOLOGIES USED: JavaScript/TypeScript/React, Bash, Nix/NixOS/NixOps, AWS, Mesos/Marathon, MongoDB, Docker, Jenkins, Haskell

## Seitenbau                                                        KONSTANZ, GERMANY
**Software Developer**                                              *Jul '10 – Dec '14*
*Seitenbau provides quality software development and consulting services for the web.*

I worked in multiple projects in different agile teams - front and back-end. I helped to design and implement web projects in close contact with the customers. Additionally I organized regular lightning talk sessions to foster a culture of constant learning and improvement and participated in the organization of an annual, local developer conference.

TECHNOLOGIES USED: Java/Spring, JavaScript/Backbone.js, docker, MySQL, Bash, Python

## NewTec GmbH                                                      FRIEDRICHSHAFEN, GERMANY
**Software Developer**                                              *Dec '09 – Jun '10*
*NewTec provides custom system engineering services and consulting with a focus on safety and embedded devices.*

I worked on quality assurance for customer projects implementing tests for software running on embedded devices.

TECHNOLOGIES USED: C, parasoft, svn

## ATM ComputerSysteme GmbH                                         KONSTANZ, GERMANY
**Software Developer**                                              *May '07 – Mar '09*
*ATM builds advanced hardware and software for use in the German military.*

I designed and implemented a modular and reusable firmware kernel for ATMEL microcontrollers that monitor voltages, power consumption and temperature to ensure correct operation for a new range of hardware products. In doing so I collaborated closely with the electronics department to gain the required knowledge.

TECHNOLOGIES USED: C/Assembler, make, trac, svn, oscilloscope

## Education

University of Constance <span style="float:right">Konstanz, Germany</span>

**Information Engineering (B.Sc)** <span style="float:right">*2004 − 2007*</span>