Tobias Pflug *July 14, 1981*

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Profile

I am a seasoned Engineer, Consultant, and dedicated Leader with a robust track record of over 16 years in the IT industry. My passion lies in collaborating with diverse teams and individuals, fostering an environment centered on empathy, trust, and empowerment. In addition to my technical proficiency, I bring a strategic mindset that values inclusivity and champions a culture of continuous learning. I am committed to facilitating the growth of both teams and individuals, steering them towards shared goals and success.

Experience

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

Led multiple cross-functional teams in the development of AR Apps for iOS and Android, specializing in face measurement at Tribe, a Berlin-based deep tech company. Reporting directly to the CTO, I spearheaded the restructuring of teams and successfully implemented agile methodologies, resulting in improved software quality and delivery efficiency. Acted as the Hiring Manager, streamlining the recruitment process and conducting interviews to source top talent. Conducted regular 1:1 meetings for coaching and support, fostering professional growth within the team. Organized knowledge-sharing events and initiated initiatives to promote a culture of quality. Facilitated OpenSpace events during Engineering Leadership meetings.

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

Managed two Haskell Backend Teams at Hasura, a globally distributed team specializing in enhancing developer productivity through instant GraphQL API composition. Reported to the VP of Engineering and oversaw feature development on the Hasura GraphQL Engine. Implemented agile methodologies and conducted retrospectives to address bottlenecks and team dysfunctions. Collaborated with Product Management to ensure the delivery of value to the company, customers, and the open-source community. Acted as the Hiring Manager, conducting interviews and refining the hiring process in collaboration with HR and Engineers. Spearheaded initiatives for knowledge-sharing, continuous improvement, and psychological safety, fostering sustainable growth and excellence within the Engineering department.

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

At Tobias Pflug IT, I specialize in collaborating with companies, teams, and individuals to enhance efficiency and effectiveness. Leveraging my expertise, I take on leadership roles, assist in the hiring process, and conduct assessments on Engineering departments to identify and eliminate bottlenecks. My approach involves empowering clients and providing strategic suggestions for optimizing their processes and operations.

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

At TweagIO, a leader in NixOS, GHC Haskell Compiler, and Bazel, I served as a Senior Software Engineer and Consultant. Engaged in diverse projects across Fintech, Automation, and Telecommunications industries, I customized services to meet client needs. Collaborated with the sales team to acquire new customers, assumed the role of a project lead, and conducted international client meetings. Responsibilities included identifying bottlenecks, actively participating in designing effective solutions, and contributing to Tweag's hiring activities. Played a key role in developing and refining the hiring pipeline, acted as a mentor to junior engineers, and worked with clients from startups to established corporations. Extended expertise beyond technical matters to process improvement, enhancing organizational efficiency.

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*

Led the internal Developer Experience team at HolidayCheck, a major online travel agency in the German-speaking market. Contributed to the React codebase while actively promoting Functional Programming principles through workshops for engineers. Overhauled the development environment by introducing Nix and designing a NixOS/NixOps-based CI/CD setup. Guided the team in crafting Objectives and Key Results (OKRs) aligned with company objectives. Championed the use of Nix across teams, offering targeted workshops and talks. Initiated and launched the HolidayCheck Apprenticeship Program, hiring, mentoring, and onboarding Junior Engineers. As Hiring Manager, shaped the interview pipeline and processes. Beyond formal

responsibilities, initiated company-wide programs such as an annual Open Space Conference, a book reading club, a Nix user group, and 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*

Contributed to various web development projects in different agile teams at Seitenbau, a provider of quality software development and consulting services. Worked on both front-end and back-end tasks, collaborating closely with customers to design and implement web projects. Organized regular lightning talk sessions to promote a culture of continuous learning and improvement. Additionally, participated in organizing 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*

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*

Designed and implemented a modular and reusable firmware kernel for ATMEL microcontrollers at ATM ComputerSysteme, a company specializing in advanced hardware and software for the German military. The firmware monitors voltages, power consumption, and temperature to ensure the correct operation of a new range of hardware products. Collaborated closely with the electronics department to acquire the necessary knowledge for successful implementation.

Technologies used: C/Assembler, make, trac, svn, oscilloscope

Education

University of Constance   Konstanz, Germany

Information Engineering (B.Sc)   *2004 – 2007*