Tobias Pflug *July 14, 1981*

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Profile

I am a highly skilled Professional with 15 years of 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 others to grow and achieve goals together.

Qualities

- self-organized and goal-oriented

- empathetic, pro-active and involved

- constant learner, teacher and mentor

- servant leader

Interests

- individuals, teams and processes

- software development as craft

- agile methodologies

- organizing and facilitating events & building communities

Experience

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

Hasura is a globally distributed team that focuses on building a product that boosts developer productivity by instantly composing GraphQL APIs backed by databases and services.

As Engineering Manager I was responsible for two Backend-Teams working on different aspects of the Hasura GraphQL Engine. Reporting to the VP of Engineering, I managed and mentored both teams conducting regular 1:1s with all of my directs. I introduced agile methodologies and conducted retrospectives to help identify bottlenecks or dysfunctions within or across teams and helped to overcome them. In close collaboration with Product Management I supported the teams to deliver value to the company, its customers and the active F/OSS community that has evolved around it.

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

I drove initiatives to foster a culture of knowledge-sharing, continuous improvement and psychological safety in order to allow for an environment of sustainable growth and excellence in Engineering.

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

Tweag is renowned for its competence and contributions to NixOs, and the GHC Haskell Compiler. Tweag is also a recognized expert in Bazel and supports clients in Fintech, Biotech and autonomous vehicles.

As Senior Engineer and Consultant I provided services in different fields and technologies depending on client requirements. I supported the sales team to approach new customers, acted as project lead and met international clients on-site to provide support or run workshops. I support teams to discover bottlenecks, propose and discuss solutions.

I supported Tweag in its hiring activities, developed and refined the hiring pipeline and process. I also acted as mentor to Junior Engineers in the company and set up knowledge-sharing and training sessions.

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

HolidayCheck — Munich, German (Remote)
Senior Software Engineer/Hiring Manager/ Mentor *December '15 – February '19*

HolidayCheck is one of the biggest online travel agencies in the German speaking market. In my role as Senior Software Engineer I have contributed to the design and implementation of our main React based single page application. I have evangelized Functional Programming and have run multiple workshops to teach Functional Programming concepts to Engineers with little, or no prior experience in FP.

As the team-lead of an internal Developer Experience team I introduced the use of Nix and designed our current NixOS/NixOps based CI/CD setup. I guided my team in creating team OKRs and aligning them with overall company OKRs. I also supported other teams in using Nix for their own projects and ran targeted workshops and talks on Nix.

I designed and initiated the HolidayCheck Apprenticeship Program in which I am also acting as a mentor to Junior Engineers going through the program.

As Hiring Manager I have helped to shape our current interview pipeline and processes. I regularly conduct interviews and synchronize with others on what we are looking for in Engineers.

Beyond my job obligations I have started multiple initiatives including an annual company-internal Open Space Conference for all Developers, Designers and Product Owners. Other initiatives include 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*

Seitenbau provides quality software development and consulting services for the web. I was working 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.

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 service. 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   KONSTANZ, GERMANY

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